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EXECUTIVE COMMITTEE OF
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Forty-first session

REPORT ON THE STATUS OF CONTRIBUTIONS TO UNHCR VOLUNTARY FUNDS AND THE OVERALL VOLUNTARY FUND REQUIREMENTS FOR 1990 AND 1991 AS OF 31 MAY 1990

(Submitted by the High Commissioner)

Introduction

1 This report indicates the status of contributions as of 31 May 1990 from governmental, intergovernmental, non-governmental and private sources towards UNHCR assistance activites in 1990, and presents the overall voluntary funds requirements for 1991 as known to date. Needs for Special Programmes cannot, however, be projected further than for those special activities that are already operational.

2 The tables accompanying this document show contributions to the UNHCR General and Special Programmes for the years 1989 and 1990, which had been paid or pledged as of 31 May 1990.

1989 activities

3 In 1989, total UNHCR Voluntary Funds expenditure was $ 570 million, as compared with $ 545 million in 1988. Some $ 386 million was spent on General Programmes ($ 395 million in 1988) and $ 184 million on Special Programmes and other Trust Funds ($ 150 million in 1988).

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4 The 1989 General Programmes' initial target was revised from $ 429 million to $ 389 million. Special appeals were issued during the year for assistance to Romanian refugees in Hungary, Bihari returnees, Sudanese refugees in northern Uganda and Mauritanian refugees in Senegal. Appeals were also issued for the Namibia Repatriation Operation, the International Conference on Indo-Chinese Refugees (ICIR), the assistance programme in Hong Kong, and for Afghan refugees in Pakistan. Special Programme appeals were also made for Ethiopian refugees in Somalia, Iraqi asylum-seekers in Turkey, the Afghan Repatriation Operation, and the programme for assistance to returnees in Cambodia. Special Programmes also included the Anti-Piracy arrangement for South-East Asia, and repatriation in Central America.

5 Despite generous financial support to UNHCR from the international community during the year, funds were not sufficient to cover the needs for 1989 programmes, and the year ended with a deficit of $ 38 million for General Programmes and the deferment of many Special Programme activities. In view of UNHCR's unprecedented financial constraints, the Executive Committee at its fortieth session in October 1989, authorized an exceptional carry-over to 1990 of up to $ 40 million in unliquidated obligations, to be covered by 1990 resources and fully absorbed before the end of 1990.

1990 activities

6 In addition to authorizing a carry-over into 1990, the Executive Committee noted UNHCR's proposed budget of $ 414 million for 1990 and imposed a ceiling on obligations under General Programmes of $ 190 million for the first six months, including the absorption of 50 per cent of any unliquidated obligations carried over from 1989. UNHCR made plans for 1990 programme delivery (General Programmes) on the assumption of the ceiling being raised to $ 380 million for the whole of the year. Following a drastic mid-year programme review, UNHCR's revised requirements were brought to $ 378.9 million for General Programmes, including the $ 38 million carry-over from 1989, and this target was approved by the Extraordinary Session of the Executive Committee, which met at the end of May 1990. Minimal requirements for Special Programmes amount to $ 171.6 million, and a number of other activities (including food aid, projects in Refugee Aid and Development, and programmes under the auspices of the United Nations Secretary-General) require an additional $ 121.7 million. Strict prioritization will have to be effected to bring the requirements in line with resources available, projected to a limited $ 550 million in total for all programmes.

7 Contributions towards 1990 General Programmes paid or pledged by 31 May 1990 amounted to $ 219 million (see table), while secondary income at that date was $ 7.5 million. Contributions towards Special Programmes, including all income recorded under Other Trust Funds, paid or pledged as of 31 May 1990, amounted to $ 74 million (see table). Therefore, a shortfall of $ 250 million was still to be covered to meet the overall Voluntary Funds revised estimated targets for General Programmes and Special Programmes, not including funds for the implementation of programmes sponsored by the Secretary-General in Afghanistan, Namibia and Nicaragua, or development-oriented activities undertaken in collaboration with the International Fund for Agricultural Development (Iran), or with the World Bank (Sudan and Pakistan).

1991 activities

8. On the basis of the proposals contained in document A/AC.96/724 (Parts I-V), and as shown in document A/AC.96/743 presented to the Extraordinary Session of the Executive Committee in May 1990, the financial target for 1991 General Programmes amounts to $ 330 million. Detailed estimates for 1991 Special Programmes cannot be made available at this stage. The 1991 General Programmes are based on maintaining minimal levels of assistance as in 1990, but do not allow for any possible expansion of existing activities that future circumstances might demand.

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
			A. GOVERNMENTS			
50,000		50,000	Algeria			
	20,000	20,000	Angola			
			Antigua and Barbuda	500		500
			Argentina	50,000	50,000	
5,818,248	1,779,396	7,597,644	Australia	4,978,916	3,084,615	1,894,301
1,231,672	372,464	1,604,136	Austria	166,495	150,000	16,495
3,600		3,600	Bahamas			
10,000	10,000	20,000	Bangladesh			
	1,000	1,000	Barbados			
544,304	1,480,365	2,024,669	Belgium	775,169	704,225	70,944
			Benin	2,000	2,000	
	5,000	5,000	Botswana			
15,000		15,000	Brazil			
10,000		10,000	Brunei Darussalam	10,000	10,000	
	4,085	4,085	Burkina Faso			
2,273		2,273	Burundi	2,011	2,011	
10,598,305	2,172,255	12,770,560	Canada	17,296,242	11,133,039	6,163,203
1,534		1,534	Central African Republic			
20,000		20,000	Chile			

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989				1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL	DONOR	TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
250,000		250,000	China	250,000	250,000	
18,478		18,478	Colombia	18,710	18,710	
7,119		7,119	Costa Rica			
6,669		6,669	Cyprus	5,871	5,871	
19,530,213	6,280,809	25,811,022	Denmark	11,859,714	11,398,176	461,538
1,000		1,000	Djibouti	1,000	1,000	
5,000		5,000	Ecuador	7,387	7,387	
			Egypt	10,124		10,124
1,000		1,000	El Salvador			
13,017,317	10,253,482	23,270,799	Finland	17,278,345	14,848,989	2,429,356
2,757,502	9,919,356	12,676,858	France	7,653,080	3,690,686	3,962,394
15,659,176	18,813,482	34,472,658	Germany (Federal Republic of)	9,292,014	7,631,702	1,660,312
135,000	340,000	475,000	Greece	140,000	140,000	
2,500		2,500	Guatemala			
	1,000	1,000	Guinea			
500	1,000	1,500	Haiti			
5,000		5,000	Holy See	10,000	10,000	
100,889	84,305	185,194	Hong Kong	6,341	6,341	
36,400	3,000	39,400	Iceland	38,710	38,710	
11,905		11,905	India	11,905	11,905	
4,000		4,000	Indonesia	4,000	4,000	
44,000		44,000	Iran (Islamic Republic of)	44,000	44,000	
167,005		167,005	Ireland	156,050	156,050	
20,000		20,000	Israel	25,000	20,000	5,000
8,976,860	5,305,700	14,282,560	Italy	5,503,876	5,426,357	77,519

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
	5,000	5,000	Jamaica	2,000	2,000	
48,998,934	24,786,426	73,785,360	Japan	12,108,940	8,118,317	3,990,623
590		590	Kenya			
			Kuwait	50,000	50,000	
6,000		6,000	Lao People's Democratic Republic	6,000	6,000	
15,000		15,000	Lesotho	2,000	2,000	
49,895	37,905	87,800	Libyan Arab Jamahiriya			
47,393	382,607	430,000	Liechtenstein	74,101	26,846	47,255
124,599		124,599	Luxembourg	20,000	20,000	
			Macau			
316		316	Madagascar			
20,000	20,000	40,000	Malaysia	30,000	20,000	10,000
2,000	1,000	3,000	Malta			
	1,500	1,500	Mauritius	1,579	1,579	
60,000		60,000	Mexico	100,000	100,000	
3,905		3,905	Monaco	4,882	4,882	
30,000	50,000	80,000	Morocco			
10,000		10,000	Myanmar			
14,491,463	2,527,954	17,019,417	Netherlands	7,819,852	6,844,480	975,372
216,489	135,455	351,944	New Zealand			
50,000	100,000	150,000	Nigeria			
10,826,452	7,604,475	18,430,927	Norway	17,964,302	15,520,362	2,443,940
4,847		4,847	Pakistan	4,225	4,225	
2,000		2,000	Philippines	2,000	2,000	
100,000	58,136	158,136	Portugal	150,000	150,000	
20,000	20,000	40,000	Republic of Korea	20,000	20,000	

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
11,000		11,000	Rwanda	11,000	11,000	
5,621		5,621	San Marino			
10,000		10,000	Saudi Arabia			
	5,000	5,000	Singapore			
1,189		1,189	Somalia			
693,493	1,572,384	2,265,877	Spain	1,332,455	923,851	408,604
2,000	2,000	4,000	Sri Lanka	2,000	2,000	
2,273		2,273	Sudan	4,545	4,545	
19,350,740	12,819,720	32,170,460	Sweden	23,501,427	23,355,197	146,230
13,998,682	6,328,146	20,326,828	Switzerland	6,613,263	5,555,556	1,057,707
15,000	1,000	16,000	Thailand	15,000	15,000	
4,652		4,652	Tunisia			
25,000	10,000	35,000	Turkey	25,000	25,000	
	486,833	486,833	Union of Soviet Socialist Republics			
19,638,006	12,192,849	31,830,855	United Kingdom	21,632,772	11,644,278	9,988,494
23,113		23,113	United Republic of Tanzania			
99,092,972	26,668,942	125,761,914	United States of America	82,989,061	65,303,327	17,685,734
19,657		19,657	Venezuela			
1,500		1,500	Viet Nam	1,500	1,500	
2,004		2,004	Yemen Arab Republic			

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
	14,345	14,345	Yugoslavia			
2,000		2,000	Zaire			
610	4,930	5,540	Zambia			
307,041,864	152,683,306	459,725,170	TOTAL (Governments)	250,085,364	196,579,719	53,505,645
			B. INTER-GOVERNMENTAL ORGANIZATIONS			
50,000		50,000	Africa Fund (IGO)			
300,000		300,000	Arab Gulf Programme for UN Development Organizations (IGO)			
12,072,967	30,140,281	42,213,248	European Community (IGO)	41,561,971	21,574,568	19,987,403
12,422,967	30,140,281	42,563,248	TOTAL (Inter-Governmental Organizations)	41,561,971	21,574,568	19,987,403

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
			C. UNITED NATIONS SYSTEM			
	313,500	313,500	United Nations Development Programme (UNO)			
	56,059	56,059	United Nations Fund for Population Activities (UNO)			
504,000		504,000	United Nations Trust Fund for South Africa (UNO)			
2,000		2,000	UNESCO (UNO)			
506,000	369,559	875,559	TOTAL (UN System)			
			D. NON-GOVERNMENTAL ORGANIZATIONS AND OTHER DONORS			
15		15	Private (ALG)			
	203	203	Private (ANG)			

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
186,020	55,305	241,325	Austcare (AUL)	87,311	64,800	22,511
652	70	722	Private (AUL)	70	70	
	38	38	Private (AUS)	339		339
253	444	697	Private (BEL)	57	57	
48,293		48,293	Bulgarian Red Cross (BUL)			
4,707	1,036	5,743	Private (CAN)	860	860	
	10	10	Private (CYP)			
91,000	3,363	94,363	Danish Refugee Council (DEN)			
			Private (DEN)	1,553	15	1,538
55,903		55,903	Finnish Refugee Council (FIN)	24,876		24,876

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
	89,712	89,712	Caisse des depots et consignations (FRA)			
	15,748	15,748	Fondation de France (FRA)			
	7,874	7,874	Gaz de France (FRA)			
	29,394	29,394	Union de Transports aeriens (FRA)			
4,199	2,392	6,591	Private (FRA)	3,373	1,967	1,406
			Deutsche Stiftung fur UNO-Fluchtlingshilfe (FRG)	47,647	47,059	588
2,210		2,210	Diakonisches Werk/Brot fur die Welt (FRG)			
			The Protestant Churches' Development Service - KED (FRG)	42,353		42,353
7,538		7,538	ZDF-TV Fund Raising Campaign (FRG)			
565	483	1,048	Private (FRG)	782	782	
			Hong Kong Buddhist Association (HKG)	2,567		2,567
			Hutchison Whampoa Limited (HKG)	1,926		1,926
33,042		33,042	Kwan Wong Tan and Fong (HKG)	54,104	54,104	

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
			Sofeel International Ltd (HKG)	898		898
			Worldwide Shipping Agency Ltd (HKG)	1,926		1,926
4,840	26	4,866	Private (HKG)	725	701	24
			International Women's Club (HUN)	16,129		16,129
			Private (IRN)	16	16	
5,455		5,455	Private (ISR)			
	20,513	20,513	Centro Internazionale per la Cooperazione allo Sviluppo (ITA)			
	5,407	5,407	Private (ITA)	1,152	1,152	
3,836		3,836	Aichi Toyota Rodo Kumiai (JPN)			
7,835		7,835	Federation of Electric Power Workers' Union of Japan (JPN)	6,888	6,888	
	48,859	48,859	Fuji Optical Service International (JPN)	317		317
	49,899	49,899	Japan Relief Clothing Centre (JPN)			

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
30,076		30,076	Japan Times (JPN)			
7,519		7,519	Jodo Shinshu Honganjiha Shumsho (JPN)			
35,714		35,714	Kinjo School (JPN)			
24,194		24,194	Kokkai Times (JPN)			
38,373		38,373	Kyoto Catholic Kyori Centre (JPN)			
71,094		71,094	Mainichi Shimbun Social Welfare Foundation (JPN)	43,243	43,243	
			Maruzen Showa Unyu Co., LTD (JPN)	3,546		3,546
			Nakashima Propeller Co., LTD (JPN)	2,128		2,128
			Nihon Choki Shinyo Ginko (JPN)	3,546		3,546
			Niwano Peace Foundation (JPN)	10,135		10,135
35,714	27,123	62,837	Rissho Kosei Kai (JPN)			
35,714		35,714	Sekatrenpo Sengen Jachitai (JPN)			
	27,972	27,972	Soka Gakkai (JPN)			
24,174	17,469	41,643	Soroptimist International (JPN)			

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
232,043		232,043	Tree for Life (JPN)	54,216	54,216	
			United Nations Association (JPN)	17,941	17,941	
162,801	14,774	177,575	Private (JPN)	45,652	44,145	1,507
259	125	384	Adoption Family International (LUX)	407	407	
16		16	Private (MLW)			
2,727		2,727	Loosco Foundation (NET)			
1,334,066	12,468	1,346,534	Stichting Vluchteling (NET)	528,795	528,795	
	29	29	Private (NET)			
	1,537	1,537	Private (NZL)			
3		3	Private (NIG)			
	37,384	37,384	Norwegian Refugee Council (NOR)	35,321	24,715	10,606

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
167,428		167,428	Redd Barna (NOR)			
	37	37	Private (NOR)	45	45	
			Private (PAK)	4,695	4,695	
	9	9	Private (PHI)			
723		723	Private (POR)			
78,428		78,428	Private (SAU)	53,467	53,467	
127	2	129	Private (SIN)			
277,408		277,408	Campana Refugiados en el Mundo (SPA)			
			Save the Children Fund (SWA)	13,514	13,514	
	630,563	630,563	Radda Barnen (SWE)	220,000		220,000
3		3	Private (SWE)	41	41	

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989			DONOR	1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL		TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
3,316	1,603	4,919	Private (SWI)	666	666	
20	10,000	10,020	Private (THA)	391	391	
80,885	40,106	120,991	OXFAM (GBR)			
19,967	10,937	30,904	United Nations Association (GBR)			
774		774	Wings of Friendship (GBR)			
			World University Service (GBR)	4,839		4,839
758	1,329	2,087	Private (GBR)	71	71	
	1	1	Private (TAN)			
	2,000	2,000	Boat People S.O.S. Committee (USA)			
			Chevron Shipping Company (USA)	3,000		3,000
			Christian Children's Fund, Inc. (USA)	40,000		40,000
	180,000	180,000	Ford Foundation (USA)	35,000		35,000
	2,000	2,000	Indochina Resource Action Center (USA)			

CONTRIBUTIONS TO UNHCR ASSISTANCE PROGRAMMES

IN UNITED STATES DOLLARS

SITUATION AS AT 31 MAY 1990

1989				1990		
GENERAL PROGRAMMES	SPECIAL PROGRAMMES	TOTAL	DONOR	TOTAL	GENERAL PROGRAMMES	SPECIAL PROGRAMMES
	10,000	10,000	Jinishian Memorial Program (USA)			
			North American Ship Agencies,Inc. (USA)	1,000		1,000
	1,200	1,200	Southern African Solidarity Organization (USA)			
			United Nations Association (USA)	1,300	1,300	
2,010	2,750	4,760	Private (USA)	1,342	1,342	
	10	10	Private (ZAM)			
3,122,697	1,362,204	4,484,901	TOTAL (Non-Governmental Organizations and other Donors)	1,420,170	967,465	452,705
323,093,528	184,555,350	507,648,878	GRAND TOTAL	293,067,505	219,121,752	73,945,753
77	45	87	NUMBER OF CONTRIBUTING GOVERNMENTS	57	55	22

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EXECUTIVE COMMITTEE OF
THE HIGH COMMISSIONER'S PROGRAMME

Forty-first session

OVERVIEW OF UNHCR ACTIVITIES

Report for 1989-1990

(Submitted by the High Commissioner)

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I. GENERAL INTRODUCTION

1 The format of the current Overview document follows the new presentation used for the first time in connection with the Overview document submitted to the fortieth session of the Executive Committee in October 1989 (document A/AC.96/729). The notes in the paragraphs which follow are intended to assist members towards a most optimal use of the Overview document in relation to others presented to this session of the Executive Committee.

2 Chapter II entitled "The State of the World's Refugees" provides, in very summary form, the major developments which tock place, during the period covered by the Overview, in the global refugee situation. This summary focuses on international protection and assistance matters and the correlative developments relevant to UNHCR's capacity in meeting its responsibilities in those two main areas. Details of the international protection matters being presented to the Executive Committee for its attention are contained in document A/AC.96/750 (The Note on International Protection) and document EC/SCP/59 which examines in detail the protection problems concerning refugee women, and the UNHCR international protection framework for dealing with those problems. Matters in the programme, finance and administration areas are, while treated in a "global" manner in the relevant parts of the Overview, considered in detail in documents specifically covering those areas namely: document A/AC.96/752 (the status of contributions to UNHCR as of 31 May 1990); A/AC.96/754 (UNHCR policy on refugee women); A/AC.96/757 (A summary of evaluations of assistance programmes carried out during the year); A/AC.96/755 (Voluntary funds accounts and observations of auditors); and A/AC.96/756 (Report of the ACABQ on UNHCR's activities financed from voluntary funds as contained in the five regional volumes of document A/AC.96/751).

3 Programme, assistance and financial matters in all UNHCR's country programmes will be found in the five-part document A/AC.96/751. The five parts cover, respectively, programmes in Africa, Asia and Oceania, Latin America and the Caribbean, Europe and North America and South-West Asia, North Africa and the Middle East. Each of the regional volumes provides, in an opening chapter, a review of the developments which took place in the refugee situation in that region during the period under review and then presents the country programmes successively and in alphabetical order. As far as tabular and statistical information are concerned, the Overview will again provide, in Tables I to III, only global and regional information on UNHCR programmes and expenditure in 1989, 1990 and 1991. Country-specific information can be found in the country presentation in the relevant regional volume of document A/AC.96/751 just referred to above. Part V of the same document, South-West Asia, North Africa and the Middle East and Overall Allocations also contains, as its title indicates, information on Overall Allocations which until last year was contained in the Overview document. More detailed notes on the presentation of information in the five regional volumes are contained further below in paragraphs 20 and 21.

4 In Chapter VII of the Overview document, the Office continues, as before, to report, in summary format, on its actions taken pursuant to the decisions of the Executive Committee, in this case the fortieth session. The actions taken or foreseen by UNHCR pursuant to the recommendations contained

in the report of the Temporary the Executive Committee Working Group (A/AC.96/742) will be reported on separately in Conference Room Papers and/or in oral reports by the Office to the Committee.

5 Financial matters on which the approval of the Executive Committee is being sought are summarized in paragraph 104.

6 Finally, unless otherwise stated, the figures and information contained in this and other documents presented to the forty-first session of the Executive Committee are as of the end of May 1990. As in the past, up-dates or matters of specific interest to the Committee will be made available to Members in Conference Room Papers, information papers or addenda.

II. THE STATE OF THE WORLD'S REFUGEES

7 The paragraphs which follow contain a global review of developments that took place in the refugee situation during the period since the last regular session of the Executive Committee, in October 1989. In this period, the world has witnessed important changes in the international, political and economic fields that have, and will continue, to present unprecedented opportunities to find meaningful solutions to particularly the longer-lasting refugee situations as the last decade of the twentieth century began. Another chronological fact that occurred during the period under review, the approach of the Office's fortieth birthday, also offered the opportunity for a sobering reflection upon the hopes held in 1951 upon the establishment of UNHCR, that the refugee situation would be only a short-term humanitarian problem.

8 Approaching the state of the world's current 15 million refugees in 1989/90 from the perspective of those two considerations, reason can be found for both optimism and concern. In Africa, the successful Namibia Repatriation Operation in 1989 saw the end of refuge or exile for over 43,000 Namibians and demonstrated, yet again, that many such problems could be resolved through international solidarity and co-operation. Such solidarity and co-operation also saw the return to their countries of origin of over 18,000 refugees in Central America, the majority of them from Honduras to El Salvador and from Honduras and Costa Rica to Nicaragua, this latter movement including former members of the Nicaraguan Resistance (the Contras) and their families who were demobilized and repatriated under the terms of a plan adopted in August 1989 by five Central American Presidents. Moreover, the CIREFCA process which since it was ushered in by the Conference in Guatemala in May 1989 has provided an important basis for the region's humanitarian and peace efforts as a whole, passed a concrete milestone when the First International Meeting of the CIREFCA Follow-up Committee was held at the United Nations in June 1990. Contributions amounting to over $ 156 million were made or announced at the meeting towards the financing of 59 CIREFCA-related projects, UNHCR General Programme projects already in progress, and, among others, projects being proposed and implemented by other international organizations within the spirit of CIREFCA.

9 While many other positive examples of this type could be cited and, indeed, many are examined at regional and country level in document A/AC.96/751 Parts I to V, the period under review witnessed, once again, the paradoxical situation whereby achievements in one area were mitigated or even negated by worrisome developments or drawbacks elsewhere so that the real test of progress became an exercise in interpreting net numerical variables as between favourable and unfavourable developments. The familiar pattern of increasing refugee numbers occurred, while, also, new refugee situations were witnessed in areas normally free of the problem. Thus Mozambicans continued to enter Malawi and neighbouring countries at a monthly rate, in the case of Malawi, of 16,000 although, in the first months of 1990, this had reduced to between 10,000 and 12,000. In the Horn of Africa, over 300,000 Somali refugees entered the Jijiga and Aware districts in south-eastern Ethiopia in the early part of 1989. That year, also, events in Mauritania and Senegal caused large-scale displacement of people from both countries, with some 50,000 Mauritanians arriving in northern Senegal and 20,000 Senegalese into Mauritania. A total of over 150,000 Liberian refugees sought asylum in Côte d'Ivoire and the Republic of Guinea as a result of conflict that began at the

end of 1989. In most of these cases, it was necessary to deliver emergency assistance in difficult geographical and environmental conditions often lacking seriously in resources and infrastructure.

10 Turning to the world's single largest refugee caseload, the Afghans, the repatriation of over three million of them in Pakistan, hoped for since the signing of a bilateral agreement between Afghanistan and Pakistan in April 1988, together with another two and a half million in the Islamic Republic of Iran, remained stalled by an intractable political situation in the country of origin. Although some did return spontaneously, and UNHCR's preparations for an eventual repatriation continued, the majority did not, and yet more persons from Afghanistan were forced to seek refuge in neighbouring countries. Similarly, the prospects for peace in Cambodia which were signalled by a Peace Conference on Cambodia held in Paris in August 1989, did not materialize, meaning that the repatriation of hundreds of thousands of Cambodian refugees and displaced persons, for which UNHCR has been designated as the lead agency, still remained at only the preparatory stages during the period under review.

11 In South-East Asia, the Comprehensive Plan of Action (CPA) adopted in June 1989 continued to provide an important basis for finding solutions to the problems of Indo-Chinese refugees and asylum-seekers, with some worthy successes achieved in, *inter alia*, the area of resettlement and voluntary repatriation. Yet, concerted efforts by UNHCR and all concerned countries proved necessary to avert the fear of a comprehensive collapse of the CPA. The main issue remained the difficulty of reaching consensus on the question of return, other than voluntary, of Vietnamese determined not to be refugees, over which the continued practice of the policy of first asylum was threatened. This most serious of developments demonstrated, once again, the integral nature of all the elements of the CPA and the need to implement all of them in order for the Plan as a whole to succeed. Moreover, the non-implementation of the threat of "push-offs" did not thereby remove all the dangers to asylum, for at least one country in the region resorted to this practice. At the same time, prompt access to asylum-seekers by UNHCR continued to be difficult in many cases; the implementation of region-wide screening and status determination experienced problems of an institutional and personnel nature though some progress has been achieved; a comprehensive solution for rescue-at-sea cases had not been found; the problem of unaccompanied minors continued; and so did the inhumane and unacceptable conditions in the detention camps in some countries and the use of detention in such camps as a deterrent policy.

12 To these region-specific developments are added a global international protection and assistance picture which itself was duplex. On one hand, and as the High Commissioner stated in his latest report to the General Assembly through the Economic and Social Council, many governments increasingly addressed refugee problems positively and humanely, providing asylum to refugees and developing ways to improve their protection and find durable solutions to their problems. Brazil and Italy withdrew their geographic reservations to the 1951 Convention, and Belize acceded to both that Convention and its 1967 Protocol, all these actions thereby contributing to a further recognition of the international character, acceptability and applicability of those instruments.

13 At the same time, however, there were serious cases involving thousands of persons who were subjected to *refoulement*, push-offs or detention

in inhumane conditions as already mentioned, expulsion and extradition. The High Commissioner was so concerned over this worrisome international protection picture that at the extraordinary session of the Executive Committee in May 1990, he drew attention to the irony that while human rights were being increasingly respected in parts of the world where the concept was hitherto ignored, the right of refugees to be protected was being seriously jeopardized.

14 It has, however, been recognized both by the High Commissioner and Member States themselves, that the crisis in international protection and funding (dealt with below) in fact represents a deeper crisis: that in refugee and migratory policy. This latter crisis has arisen against a background of an ever-increasing general migration problem, occurring in the context of difficult economic and social conditions both in the countries of origin and asylum. Partly to respond to the resultant rise in nationalistic feeling, and sometimes even xenophobia, many asylum countries have adopted increasingly more restrictive asylum regulations and practices. Not only have these developments harmed the interests of genuine asylum-seekers and refugees, they have also showed up the limits of reliance on charity and humanitarianism as the primary or sole basis for dealing with the problem as a whole.

15 The High Commissioner has thus, in addition to the other actions the Office has taken to ensure the best interests of refugees and asylum-seekers, had to urge that refugee and migratory problems be put on the international political agenda and, in particular, that the international community address the challenge of migration and flight from poverty through, among other things, a development-oriented approach to humanitarian emergencies. Partly in keeping with this outlook, the Note on International Protection being presented to the forty-first session of the Executive Committee (document A/AC.96/750), while focusing, as in the past, on protection problems that occurred during the reporting period, concentrates, and expects to provoke Members' reflections, on future directions, as seen from a UNHCR perspective, for dealing with refugee and asylum policies. Of course, the Executive Committee has itself already established a Working Group to consider international protection and solutions in a comprehensive manner and a report to the Committee on developments so far on this question is contained in document EC/SCP/62.

16 Ironically, the very serious problems and concerns reflected upon in the preceding paragraphs tended to be overshadowed by preoccupations arising out of the unprecedented financial crisis the Office continued to suffer during the period under review, and thus over UNHCR's political and institutional capacity to respond to those concerns. The impact of this financial crisis on the delivery of assistance to refugees, on their host governments and countries, and on UNHCR and its staff were drawn to the Committee's attention in document A/AC.96/744. They include the necessity for UNHCR to operate at so-called life-saving or life-sustaining levels and to set priorities with the result, for example, that opportunities for the best durable solution, voluntary repatriation, could not be seized or consolidated for lack of resources: the programme of assistance for several thousand Mozambicans who had returned spontaneously to their country of origin by the end of 1989 was severely hampered as less than one-third of total needs were financed. A two-way repatriation between Angola and Zaire had to be halted

because, partly, of financial considerations. And in Somalia, Ethiopian refugees willing, and cleared, to return home still awaited more positive responses to already discouraging results of a special appeal for the purpose.

17 The High Commissioner has presented to the present session of the Executive Committee for its approval a General Programme budget for 1991 of $ 330,211,400, which, it is projected, will enable the provision of assistance to refugees at a minimum acceptable level. This calculation does not however take into account the possibility of deterioration in the refugee situation, or the development of new ones which could seriously undermine the ability of UNHCR to provide budgeted and/or emergency material assistance. Already, there are concerns that unforeseen needs will far outstrip the ability of the Office to deliver urgent measures of protection and assistance through recourse to the Emergency Fund or the Programme Reserve that the Executive Committee is being asked to approve. Moreover, notwithstanding the very focused deliberations and recommendations of the Temporary Executive Committee Working Group which met from November 1989 to May 1990, the Office still faces the problem of the unpredictability of income from voluntary contributions and, while trying to obtain a higher degree of assurance from the donor community in this regard, has not yet found mechanisms for guaranteed income.

18 Therefore, among other actions that the Office is already considering together with the Executive Committee, the High Commissioner will actively pursue the strategy he has devised to deal with the overall precarious financial situation of the Office and which, in terms of his earlier presentations to the Executive Committee, comprises the following "six pillars": better use of UNHCR's resources; efforts to find new donors; fund raising in the private sector; the use of political tools; voluntary repatriation; and continuing efforts to obtain resources from traditional donors.

19 For these efforts to have meaningful results however, and for the risk to be averted of serious jeopardy to the international protection and assistance edifice that has for forty years provided some human dignity, safety and hope to the victims of persecution and violence and other humanitarian cases, the High Commissioner will count on the solidarity and generous support of all the States and entities represented at the forty-first session of the Executive Committee.

III. GENERAL PROGRAMMES

(a) Introduction

20 General Programmes, consisting of Annual Programmes and the Emergency Fund, are grouped under five regions, namely, Africa, Asia and Oceania, Europe and North America, Latin America and the Caribbean, and South-West Asia, North Africa and the Middle East, and are submitted to this session of the Executive Committee in document A/AC.96/751 (Parts I-V). Each part opens with an overview of developments in the respective region, which is then followed by individual country chapters. Part V also contains details of overall allocations. In each individual country chapter, activities are presented by five types of assistance, that is, emergency relief, care and maintenance and the three durable solutions: voluntary repatriation, local settlement, and resettlement. Programme support and administration (PSA) costs are indicated distinctly from operational expenditure.

21 The narrative and financial data provided in document A/AC.96/751 pertain to activities and expenditure: (a) as implemented in 1989; (b) as initially noted for 1990 by the Executive Committee at its fortieth session and any revisions in light of developments since, including the approval by the extraordinary session of the Executive Committee of the 1990 revised General Programmes Budget; and (c) as projected for 1991. General Programmes also include the costs of providing international protection to refugees to the extent that such costs are not met by the United Nations Regular Budget or any Special Programmes. A consolidated overview of the Office's resource requirements is provided in Summary Tables I to V at the end of this document. The paragraphs which follow provide a succinct overview of major developments and trends in UNHCR activities in 1989 and the first five months of 1990.

(b) Emergency relief

22 In responding to refugee emergencies, $ 9,975,000 was utilized in 1989, out of the $ 10 million that the High Commissioner is authorized to allocate annually from the Emergency Fund. The most important allocations from this Fund concerned: Mauritanian refugees in Senegal ($ 2.7 million); Senegalese refugees in Mauritania ($ 476,000); Sudanese refugees in Uganda ($ 2.6 million); repatriation of Zairian refugees from Angola ($ 1 million); repatriation of Angolan refugees from Zaire ($ 1 million); influxes of Afghan refugees into Pakistan ($ 725,000), and of Somali refugees into Ethiopia ($ 600,000); Vietnamese refugees in Malaysia ($ 500,000); and Iraqi nationals and Bulgarians in Turkey ($ 225,000). Further details of these emergency refugee situations are provided in the relevant country chapters of document A/AC.96/751.

23 The first few months of 1990 witnessed new refugee influxes, including Liberians, initially into Côte d'Ivoire and Guinea, and later into Sierra Leone, of Ugandans and Sudanese into Zaire, and of Salvadorians into Guatemala for which funds have had to be allocated from the Emergency Fund.

Funds also had to be allocated for contingency planning in the Sudan and various voluntary repatriation programmes in Africa. By the end of June 1990, some $ 6.4 million had been obligated, with several further allocations yet to be finalized, thus raising concern that the Fund would prove inadequate for newly-emerging needs in 1990.

(c) Care and maintenance

24 The circumstances under which UNHCR provides care and maintenance assistance to refugees have been explained in several documents presented to previous sessions of the Committee, the last such explanation being contained in paragraph 29 of document A/AC.96/729 presented to the fortieth session.

25 In Africa, large care and maintenance programmes continued to be implemented in Ethiopia, Malawi and Somalia. The 350,000 Somali refugees in Eastern Ethiopia are located in inhospitable terrain in the Ogaden and are completely dependent on relief assistance. In Western Ethiopia, soil and climatic conditions, the semi-nomadic nature of the 360,000 Sudanese refugees, and the remoteness of the refugee-hosting areas have made unlikely the attainment of self-sufficiency through traditional activities, unless exceptionally large amounts of resources were to be invested. Therefore, care and maintenance had to be provided, alongside efforts to promote agricultural and livestock activities. Similarly, due to the scarcity of land, the more than 820,000 Mozambican refugees in Malawi will continue to rely on care and maintenance pending favourable conditions for their voluntary repatriation. In Somalia, care and maintenance continued, together with efforts to promote voluntary repatriation and local integration. Provision has been made in the 1991 General Programmes for care and maintenance for the Liberian refugees in Côte d'Ivoire and Guinea, who in 1990 were the subject of special funding appeals.

26 In South-West Asia, Afghan refugees in the Islamic Republic of Iran and Pakistan remained the largest refugee population requiring assistance. In South-East Asia, the Comprehensive Plan of Action (CPA) includes an important care and maintenance component aimed at assisting refugees and asylum-seekers in camps in Hong Kong, Indonesia, Malaysia, the Philippines, Singapore and Thailand. In Latin America, substantial care and maintenance programmes continued in Honduras and Mexico, concurrently with efforts to speed up voluntary repatriation and the attainment of self-sufficiency. In Europe, asylum-seekers and refugees in Greece, Italy, Turkey and Yugoslavia required UNHCR's assistance while awaiting the identification of a durable solution.

(d) Durable solutions

(i) Voluntary repatriation

27 Throughout the period under review, UNHCR gave priority, as far as was possible within the organization's limited resources, to activities relating to voluntary repatriation. The Office continued to emphasize the need for states to create the conditions in countries of origin necessary to

make voluntary repatriation a viable option and advocated the establishment of tripartite commissions to promote and facilitate voluntary repatration whenever possible.

28 Although organized, large-scale, repatriation of Afghan refugees from the Islamic Republic of Iran and Pakistan did not take place, UNHCR worked closely with the Co-ordinator for United Nations Humanitarian and Economic Assistance Programmes Relating to Afghanistan (UNOCA) and the World Food Programme (WFP) to strengthen the United Nations presence in Afghanistan, the Islamic Republic of Iran and Pakistan, with a view to being adequately prepared for future large-scale voluntary repatriation. In July, final consultations were being held with UNOCA, WFP, the Office of the Secretary-General and the Government of Pakistan on incentives for an experimental, three-month voluntary repatriation programme. These assistance measures are described in detail in the relevant country chapters of document A/AC.96/751 (Part V).

29 In an effort to solve the problem of Ethiopian refugees in Somalia, the tripartite commission comprising the Governments of Ethiopia and Somalia and UNHCR, with WFP as an observer, agreed on the implementation of durable solutions for Ethiopian refugees in Somalia. The intentions of some 468,200 ration card holders in southern Somalia had been surveyed by the end of April 1990: some 356,000 opted for local integration in Somalia, 109,240 for voluntary repatriation and 3,100 submitted claims for continued refugee status. In March 1990, UNHCR appealed to the international community for funds to proceed with this programme, including the voluntary repatriation of some 60,000 additional refugees from north-western Somalia. As of the time of preparing this report, the necessary funds to enable commencement of implementation of the programme had not been received.

30 On the other hand, the voluntary repatriation of over 43,000 Namibians, mainly from Angola and Zambia, was completed successfully within the framework of Security Council Resolution 435. In Angola and Zaire, a two-way repatriation began in September 1989, but was suspended in early 1990 due to financial constraints and operational considerations. By then, some 6,500 Angolans and 3,000 Zairians had already repatriated. With regard to Mozambique, while refugees continued to come out of that country, substantial numbers spontaneously repatriated in the course of the year, mainly from Malawi, to areas of safety inside Mozambique. In addition, 4,400 Mozambicans repatriated from Malawi, Zambia and Zimbabwe with UNHCR assistance. Meanwhile, efforts continued to draw up contingency plans for mass repatriation, should on-going peace efforts result in a situation favourable therefor.

31 In Asia, UNHCR continued planning for the anticipated repatriation of some 300,000 Cambodian refugees and displaced persons in Thailand. An inter-agency mission to Cambodia conducted in May/June 1990 concluded, inter alia, that it was necessary to undertake major physical preparations in Cambodia prior to the massive arrival of the returnees. Details on the results of this mission and, more generally, UNHCR's preparations for this repatriation are contained in the chapters on "Thailand" and "Other Countries in Asia" in Part II of document A/AC.96/751.

32 In Central America, the Concerted Plan of Action approved by the CIREFCA Conference continued to evolve, with even more substantial repatriation of Nicaraguans, Salvadorians and Guatemalans. Between January

1989 and May 1990, UNHCR assisted some 8,500 Nicaraguans, 10,600 Salvadorians and 1,500 Guatemalans to voluntarily repatriate to their respective countries from the various countries of asylum in the region.

33 The Office continued to be concerned over the effect of the financial crisis on the possibilities for promoting voluntary repatriation for substantial numbers of refugees throughout the world. In particular, the High Commissioner was concerned that financial constraints made it difficult in some instances to effect movements back to countries of origin notwithstanding that favourable conditions therefor existed and that the refugees themselves were willing and eager to return. Such paradoxes occured in various programmes in Africa, details of which are set out in document A/AC.96/751, Part I.

(ii) Local settlement

34 The circumstances under which UNHCR provides assistance to refugees for local settlement or integration in the country of asylum have also been explained before in documents presented to the Executive Committee, most recently in paragraph 38 of document A/AC.96/729 presented to the fortieth session in October 1989. UNHCR has also before explained the types of assistance provided to establish or strengthen facilities in organized or spontaneous refugee settlements, as well as the assistance provided to the refugees themselves. The necessary conditions for the hand-over of responsibility for settlements have also been previously discussed, including, in particular, the approach favoured in establishing settlements whereby, on one hand, they are included wherever possible in on-going regional development plans and, on the other, assistance is provided to strengthen the capability of local government departments or authorities to manage the settlements.

35 During the reporting period, the combined effect of the financial crisis faced by UNHCR and increased refugee caseloads obliged the Office to give priority to life-saving and life-sustaining assistance measures, thus reducing local settlement activities which resulted in the extension of the refugees' dependence on care and maintenance assistance. Rural settlement projects presently under implementation are located in China, Mexico, Somalia, Sudan, Swaziland, Uganda, the United Republic of Tanzania, Viet Nam, Zaire and Zambia.

36 In urban and semi-urban environments, assistance was provided to individual refugee families or small groups to create conditions for self-employment and local integration. These measures included protection, counselling services, housing, subsistence allowances, education grants, training programmes, job placement and credit schemes. Given the increasing number of urban refugees and the economic crisis that is severely affecting many of the host countries, in particular those in Africa and Central America, the identification of viable local settlement possibilities for many of these refugees proved increasingly difficult. The co-operation of development agencies thus was, and will remain, indispensable in helping host governments to improve the general socio-economic conditions and increase the absorption capacity of refugee-hosting towns and cities.

(iii) Resettlement

37 Resettlement in third countries continued to be the only durable solution for many refugees who could not voluntarily return to their country of origin, nor find a secure and dignified future in the country of first asylum. In many instances, countries offered asylum to refugees only on a temporary basis and/or on condition that they were resettled quickly. Even in countries which do not impose this condition, local economic, political or ethnic factors may necessitate that an appropriate durable solution be sought in a third country.

38 Of the 15 million refugees worldwide, UNHCR pursued resettlement for only a very small fraction of those it was assisting directly. The decision to resettle is normally taken as a protection measure, as this is often the only means of guaranteeing the legal or physical security of the individual concerned. In other cases, resettlement is sought as a means of providing humanitarian protection for vulnerable groups of refugees, comprising medically-at-risk, the physically or mentally disabled, women-at-risk and victims of torture. Despite the relatively very small number of refugees for whom UNHCR sought resettlement, the announced annual quotas of the countries with which it co-operated most closely only covered a proportion of the Office's requirements.

39 In 1989, a total of 124,244 individuals were resettled. By tradition this annual figure also includes Orderly Departure Programme (ODP) figures for Viet Nam, which, strictly speaking, represents emigration. Of the 124,244 aforementioned individuals, a third, or 43,179, were accounted for under the ODP.

40 As has been the case in past years, considerable attention focused on resettlement in South-East Asia. While continuing to promote voluntary repatriation for Indo-Chinese refugees, UNHCR similarly pursued resettlement for those for whom voluntary repatriation was not possible. In 1989, 83,722 Indo-Chinese were resettled. Resettlement from the region was facilitated, in particular, by the Comprehensive Plan of Action (CPA), within the framework of which governments responded generously to the needs of refugees who had arrived in first asylum countries before 30 June 1989, generally described as the "pre-cut-off-date" caseload of long-stayers. Of the 47,723 persons in this group, 28,417, or almost 59 per cent, had been accepted for resettlement by 31 December 1989, i.e. within the first six months of the CPA time-frame. In the first three months of 1990, a total of 14,520 Indo-Chinese refugees, overwhelmingly Vietnamese, were accepted for resettlement. In the course of 1989, 5,700 persons were rescued-at-sea. For the first three months of 1990, 165 persons were rescued and disembarked under the programme for resettlement.

41 Refugees originating from the Middle East and South-West Asia remained an important group for resettlement. In 1989, over 10,000 refugees, principally Afghans, Iranians and Iraqis were resettled, either through UNHCR, or as a result of being processed independently by resettlement countries. In the first three months of 1990, an additional 1,904 were accepted. UNHCR continued to promote resettlement only for those who could not remain in countries of first asylum, or those qualifying as medical, security or close family reunion cases. Afghans in particular fall into this latter category. As of 31 March 1990, 4,665 refugees from the region remained to be resettled, many of them falling into the long-stayer category for whom resettlement was long overdue.

42 Although Africa plays host to a great number of refugees, the liberal asylum policies of many countries on the Continent mean that the number of refugees requiring third country resettlement is a very small proportion of the total refugee population. UNHCR continued to work closely with African governments and the Organization of African Unity (OAU) to facilitate regional resettlement. In 1989, some 4,778 African refugees were resettled, of whom 432 found new homes in African countries. Of those African refugees accepted for resettlement outside the Continent, the United States and Canada accounted for almost 3,900.

43 The number of refugees resettled from Latin America remained low in 1989. A total of 1,120 were resettled, with almost half this number going to Canada. During the first ten months of 1989, resettlement movements from Europe followed, in terms of numbers, the pattern in previous years. However, historic changes which occurred in the region towards the end of the year, have significantly altered this situation. In 1989, 17,682 European refugees were resettled. It is expected that resettlement requirements in 1990 will bear little resemblance, again in terms of numbers, to those of 1989.

44 Of a total of 1,340 cases, involving 5,360 persons falling within UNHCR vulnerable categories, i.e. the disabled, medically-at-risk and victims of torture or violence, 225 cases comprising 900 persons, were resettled. During the first three months of 1990, 157 cases or 446 persons in this important group were accepted for resettlement. As of the end of March 1990, 1,000 cases were still awaiting acceptance for resettlement in this category. In 1989, some 100 cases in the Women-at-Risk category were resettled under various special and regular programmes. Special efforts made by an increasing number of countries resulted in 100 cases in this category being accepted in the first three months of 1990.

(iv) Refugee aid and development

45 During the period under review, the activities of the Office in the area of refugee aid and development were carried out with a bearing to the decisions taken by the Executive Committee on this matter during its fortieth session in October 1989, and the recommendations contained in the Report of the Temporary Executive Committee Working Group. The paragraphs which follow examine, in a general way, developments which occurred with respect to refugee aid and development initiatives in various parts of the world during the period under review. The Office's actions pursuant, in particular, to the recommendations just referred to are reported on in a Conference Room Paper on the subject.

Overall progress

46 During the period under review, UNHCR's development-oriented efforts focused on the following main areas: (i) reinforcing on-going assistance to enhance refugees' progress towards durable solutions; (ii) alleviating the impact of refugees on the socio-economic infrastructures and eco-systems of asylum countries; (iii) preparing the ground for voluntary repatriation; (iv) phasing out assistance through local integration of refugees; and (v) reinforcing on-going assistance through activities that enhance refugee self-reliance. In some countries, it was not possible to commence or continue implementation of refugee aid and development projects because of lack of

resources on one hand and, on the other, unresolved questions relating to funding modalities as far as some major collaborating funding agencies were concerned. As a result, it was also difficult to obtain the necessary commitment and co-operation from these agencies to embark on initiatives in other countries. For example, proposed projects in Ethiopia, China and the Lao People's Democratic Republic could not, as a result of the above-mentioned considerations, proceed.

47 The "Income-Generating Project for Refugee Areas" in Pakistan, executed by the World Bank, aims at providing income to both refugees and local Pakistanis, to offer skills and experience that can be used once back in Afghanistan and to rehabilitate the environment and infrastructure of the host country. The project, now in its second phase, made considerable progress during the reporting period in all three sectors, including reafforestation, public works and irrigation. Technical planning for Phase III begun, and the new, two-year, phase of the project, costing some $ 25 million, should start in 1991. The Government of Pakistan appealed for support for Phase III at the Consortium Meeting convened by the World Bank. So far, there have been some positive indications of donor support.

48 The "South Khorasan Afghan Refugee Project" in Iran, to be carried out with IFAD, has similar objectives to those of the project just described in the preceeding paragraph. The project was ready for implementation in autumn 1989, but financial contributions to enable commencement have not yet been forthcoming. If the project does not start soon, there is a risk that over-grazing will force the refugees to migrate further inland, which may adversely affect the prospects for, or implementation of, an eventual repatriation to Afghanistan. Negotiations were underway with the United Nations Co-ordinator for Humanitarian and Economic Assistance Programmes relating to Afghanistan (UNOCA) for the funding of project components directly linked to repatriation, such as the training of Afghans in skills required upon their return.

49 In Malawi, UNHCR increased co-operation with the World Bank and UNDP on matters relating to the impact of the large-scale refugee presence on the economy and resources of Malawi. The Consultative Group Meeting, convened by the World Bank in Paris in May 1990 to review the economic performance of Malawi and co-ordinate official development assistance, served to sensitize donors on the above-mentioned impacts. As a result, there was considerable donor interest in supporting the "Emergency Assistance Programme for Refugees in Malawi". This programme was proposed by the Malawi Government to compensate for the high costs incurred on refugee assistance from their own scarce resources. The programme covers vital assistance sectors such as water, roads, education, health, forestry, communal services and agriculture. The World Bank has estimated that Malawi has incurred over $ 25 million from its own resources for refugee assistance during 1988 and 1989.

50 The "South Kassala Agricultural Development Project" in Sudan started in autumn 1989 with resources from the government, the World Bank and UNHCR. The project aims at enhancing refugee self-sufficiency and the long-term viability of basic rural infrastructure and local institutional capacity in a region where refugees live side by side with the local population. The current lack of further contributions for UNHCR to meet its share of the project budget has meant that the project may be brought to a halt.

51 In Somalia, co-operation began in late 1989 with the World Bank on the "Refugee Affected Areas Project". UNDP and the EEC were closely

associated with the preparatory work. The project is expected to help the Somali Government target services and special activities in areas in which refugees will integrate. It is intended to strengthen existing development activities in these areas and ensure that vital support sectors such as water, health, nutrition and education were adequately covered. However, in view of plans for UNHCR to phase out its assistance, the operational and financial responsibilities for the post-refugee transition period were yet to be determined.

(e) Programme management and implementation

(i) Introduction

52 The progressive implementation of the Financial and Management Information System (FMIS) has had a positive effect on the budgeting, reporting and monitoring systems of the present Project Management System (PMS). This has resulted in the need for a number of procedural changes which are being incorporated in a revision of the Programme and Project Management Chapter of the UNHCR Manual. This revision will take into account the use of computerised systems in current reporting requirements. Futhermore, the use of Statements of Field Objectives has also now been instituted for all country and area programmes and further refinements are envisaged in order to improve this management tool. In addition, audits by the United Nations internal and external auditors, evaluation reports and expertise provided by the Technical Support Service continued to contribute to improving the effectiveness and cost-efficiency of programmes.

53 The needs of vulnerable groups continued to be taken into account in the planning of protection and assistance activities. With the use of specially developed check-lists in all technical sectors, field offices have been provided with the necessary tools to ensure that refugee women and children issues are fully integrated in the programming cycle and that greater refugee participation in programme planning and implementation is incorporated.

(ii) Financial and Management Information System (FMIS)

54 The FMIS was designed and developed during 1987 and 1988. Since 1989, the system has been progressively implemented at Headquarters and in the Field. Through the linkage between the microcomputer-based FMIS/Field and the mainframe computer-based FMIS/Headquarters, the FMIS aims to provide more timely, accurate, and meaningful information to assist managers with the planning and control of operational and administrative costs. Following a Conference Room Paper on a report submitted to its fortieth Session on the costs and benefits of using computer based systems (Conference Room Paper EC/SC.2/1989/CRP.1), the Executive Committee requested further information on how FMIS implementation was improving productivity in UNHCR. The paragraphs which follow provide an assessment to that effect.

55 The rate of FMIS implementation and its impact on productivity is dependent on matching the progressive availability of new systems and procedures with the absorption capacity of the staff who are expected to use them. Moreover, evolving organizational changes and continuing acute budgetary constraints, together with on-going reductions in staffing levels, have impinged on the rate of the FMIS implementation over the past year, in

particular at Headquarters. Under these circumstances, more efficient systems and procedures become necessary in order to achieve more with less staff. Consequently, the earliest Headquarters-wide implementation of the FMIS remains a management priority. As features of the system are implemented, and more comprehensive information is available for routine access, the responsibilities of user departments are assigned and training is provided.

56 The introduction of the FMIS Budget Structure and system-generated standard budget presentations, together with the rationalization of programme/project planning and monitoring narratives, has already facilitated the frequent reviews required to manage the financial crisis. In 1990, the FMIS features that allow control both of operational and administrative costs should be fully implemented. In 1991, the incorporation of the fund raising and treasury/cash management sub-systems should complete the initial phase in the implementation of the FMIS.

57 The progressive "on-line" availability of financial and related narrative information from the FMIS/Headquarters project database is facilitating easy access to more meaningful and comprehensive data, and the rationalization of procedures. FMIS-related software is also being used to enhance other areas, such as administrative budget preparation, thereby generating further benefits from this investment. Arrangements have also been entered into with other United Nations agencies, whereby the basic software package is made available to them on a cost-sharing basis, thus reducing further the cost of this software.

58 With regard to FMIS implementation in the Field, current applications enable integrated accounting and budgeting. The development of planned enhancements to meet the full requirements of field offices by the end of 1990 is on schedule. The FMIS is currently implemented in over 90 field offices, representing practically all locations where such implementation was feasible. The exceptional rate of development and global implementation of the FMIS/Field applications reflects the need for such modern management tools. It is evident that these applications are greatly assisting staff with project planning, monitoring and reporting, and, as such, are supporting efforts to strengthen programme management. Training missions in the latter half of 1989 were severely limited by budgetary constraints. Since the beginning of 1990, training missions have resumed and, by the end of June, regional training courses had been undertaken covering 59 staff from 38 countries. Further courses are scheduled to have reached all regions by the end of 1990.

59 Whilst it is envisaged that more specific indications of benefits accruing as a result of the FMIS implementation can be reported in the future, progress through 1990 will permit the FMIS Working Group to be phased out on schedule by the end of 1990, and the expertise of the Working Group to be transferred to appropriate organizational units.

(iii) Evaluation

60 In light of the various recommendations of the Temporary Executive Committee Working Group, a number of steps have been taken to increase the effectiveness of UNHCR's evaluation activities. The changes are primarily aimed at strengthening the Unit's independence and improving follow-up on evaluation findings to ensure that recommendations are implemented.

61 The most significant changes to the evaluation function relate to the Unit's placement within the Headquarter's structure and a strengthening of the Evaluation Committee. The Unit, now designated the Central Evaluation Unit,

reports directly to the Executive Office through the Deputy High Commissioner who also serves as Chairman of the Evaluation Committee. This new position is expected to help guarantee that evaluations of high priority operations and activities are given the attention they require, and recommendations concerning organizational policies are taken into account in decision-making.

62 Other significant changes include an expansion of the Evaluation Committee which will now also include the Director of International Protection. The enlarged Committee will thus be able to give more attention to all issues that concern protection. The Committee will identify the operations and activities to be evaluated, review evaluation conclusions and recommendations, decide which recommendations should be acted upon, and establish follow-up procedures for each evaluation. To maximise the impact of UNHCR's limited evaluation resources, activities or programmes selected for evaluation will be either the largest UNHCR programmes, or areas of particular interest or concern.

63 In-depth evaluations seek to provide to managers information that can be used to improve planning and implementation. In general, evaluations are aimed at redirecting or making significant modifications to field operations in need of change, identifying areas of potential cost savings and improving services to refugees. In addition, lessons learned during evaluations as to the successes and difficulties experienced during the implementation of programme activities are shared with Field and Headquarters personnel involved in similar operations. An effort is also made to disseminate lessons through UNHCR training activities.

64 Much of the Unit's work currently focuses on the extent to which operations in selected countries are consistent with the planned durable solutions. Evaluations also consider whether material assistance and protection activities are making a substantial contribution to the refugees' well-being and whether operational activities are being carried out in an efficient and cost-effective manner. During evaluations, a wide range of operational activities are normally reviewed, including, for example, implementing arrangements, organizational structures and staffing levels. In addition, concerns related to refugee women and children are also covered, as well as priority areas identified by UNHCR's Training Service.

65 Evaluation plans for the second half of 1989 were modified as financial constraints became more acute. Much of the Unit's efforts were aimed at identifying cost reductions that could be made without detrimentally affecting refugees. Part of this effort included preparing Project Review Guidelines that would assist Field and Headquarters' staff in setting priorities in view of downward revisions in country budgets. As the financial situation worsened, the Evaluation Unit was also involved in the analysis of the impact of the financial constraints on refugees and programmed activities. From the middle of 1989 to mid-1990, a number of field evaluations of major programmes were carried out, including operations in Honduras, Zambia, Eastern Ethiopia, Sri Lanka, Kenya, Hong Kong and Western Sudan. In addition, a survey of non-food items, which comprise some ten per cent of UNHCR's overall budget, was carried out. Summaries of these evaluations are contained in a separate report presented to this session of the Executive Committee (document A/AC.96/757).

(iv) Supplies and Food Aid Service

66 The Supplies and Food Aid Service (SFAS) is responsible for purchasing supplies for UNHCR's programmes, planning global food aid and tracking food aid shipments. In 1989, almost 1.2 million metric tonnes of food, valued at some $ 330 million, were provided through the World Food Programme (WFP) and UNHCR for refugees and returnee programmes. WFP and bilateral donations accounted for approximately 517,000 metric tonnes (43 per cent) and 494,000 metric tonnes (42 per cent) respectively. The balance of 179,000 metric tonnes was obtained by UNHCR from various donors. In terms of supplies, SFAS issued in 1989 purchase orders with a total value of $ 62 million. The orders were placed in 52 countries and covered vehicles and spare parts, freight, including air-charters, water distribution systems, foodstuffs, office and education supplies and equipment, medical drugs and supplies, fuel and lubricants, textiles and domestic items, communications equipment and trade and agricultural tools.

(v) Technical Support

Emergency preparedness

67 Emergency preparedness continued to be a fundamental part of UNHCR activities at Headquarters and in the Field. The activities were aimed at developing systems which would permit UNHCR to respond faster and more effectively to refugee emergencies. In 1989, a contingency planning format which provides the basis for field-level preparation of new or revised contingency plans was finalized. Further progress was made, notably in the southern Africa region, in integrating refugee emergency preparedness into national emergency plans.

68 The Emergency Management Training Programme plays a vital role in the training of refugee emergency managers from UNHCR, governments, United Nations agencies, and non-governmental organizations. Since its inception in 1985, nearly 1,000 persons have benefited from this training course. Thus far in 1990, emergency management courses have been held in Hong Kong, Geneva and Nairobi. Each training workshop is developed to reflect relevant emergency-related issues and staff needs in a particular country or region impacted by an on-going emergency situation. Similar courses are being planned to take place in Côte d'Ivoire, Guinea and Sierra Leone.

69 Emergency preparedness resource materials were further developed and refined over the period under review. New Emergency Preparedness Profiles for Botswana, Lesotho, Swaziland, Uganda, Yugoslavia and Zimbabwe will be completed in 1990, bringing to twenty-one the total produced. A revision of the UNHCR Handbook for Emergencies was under preparation. New emergency preparedness and response systems, which will serve to improve the Office's capabilities in emergency operations, were also under preparation. Among the issues being considered are an emergency staffing roster; a refugee emergency alert system linked to the early warning of possible refugee flows; a central emergency stockpile; and standardized Enumeration and Registration System and kit.

70 Organizations such as the German Technisches Hilfswerk (THW) and the Swiss Disaster Relief Corps provided technical specialists at short notice in refugee emergency and repatriation programmes. Co-operation agreements with United Nations agencies, national disaster teams (such as THW), and non-governmental organizations were either concluded or reviewed, to promote closer collaboration in emergency response activities.

Community services

71 During 1989/1990 social and community services programmes continued in both urban and rural areas with emphasis on the promotion of measures to improve the ability of refugees to identify and meet their own needs. Efforts on behalf of refugees with special needs i.e. unaccompanied minors, vulnerable women, elderly and disabled refugees, continued to be a priority concern to social services staff. These continued to act as animators at the field level, helping to create the conditions whereby refugees were encouraged to embark on their own efforts at self-sufficiency.

72 Recognizing the importance of refugee participation at all levels of its assistance programmes, UNHCR carried out a number of case studies on the subject, in collaboration with the Refugee Policy Group, the results and recommendations of which were shared with and reviewed by Field offices. As a follow-up to the studies, an informal working group composed of UNHCR staff and some NGOs was established in 1990 to elaborate guidelines and administrative procedures that would maximise appropriate forms of refugee participation. Subject to availability of funds, special efforts will be made in 1991 to provide training to field staff on how to facilitate and promote refugee participation.

73 Regional and country training workshops were organised in Hong-Kong, Malawi, Malaysia, and Somalia to up-grade and improve the capacity and effectiveness of social and community workers in counselling for the promotion of voluntary repatriation, documenting the social history of unaccompanied minors, counselling victims of torture and establishing community-based rehabilitation programmes for disabled refugees. Social services officers continued to provide in-service training, technical guidance and support to implementing partners on a regular basis. Draft Guidelines for Interviewing Unaccompanied Refugee Children and Adolescents and Preparing Social Histories were issued to all UNHCR field offices and implementing partners. The Guidelines are intended to enhance the legal protection and physical security of unaccompanied refugee children, catering, as appropriate, to the needs of each child and tracing members of their families.

74 Through its special counselling projects for victims of piracy, UNHCR continued to promote the physical and emotional recovery of Vietnamese refugees who have suffered violence at sea. Women and girls who have survived rape and abduction have been of particular concern in the project, as have surviving family members of abductees. Mozambican refugee teachers were being trained in Malawi, as part of the on-going teacher-training programme on identifying and giving special attention to refugee children who are victims of trauma and violence. Furthermore, special projects for assistance to disabled refugees were in operation in various countries. In addition, 82 severely disabled refugees were referred to specialised medical centres in countries of asylum and/or medically evacuated abroad, all at a cost of $ 108,556.

75 It remains to integrate some of the functions of social services officers, particularly the necessity to carry out needs and resources assessment at the initial stage of a refugee emergency, into the mainstream of programme planning to ensure that relief assistance is not only based on needs, but also takes account of the fact that refugees possess skills, knowledge and experience for starting life again and re-building their communities.

Education and Training

76 The financial constraints affecting UNHCR have had a serious impact on refugee education and training. In order to re-orient the education and training sector for refugees within the context of these financial constraints, co-ordination with NGOs, governmental development agencies and United Nations specialized agencies was being addressed in a more systematic manner. An effort to develop a more structured form of co-ordination was being considered between NGOs and UNHCR. UNESCO's technical co-operation continued in Belize, Malawi and Sudan, although on the basis of a reduced biannual budget of $ 63,000.

77 The impact of financial cuts on primary education programmes has been significant, especially given their multi-year cycle. Reductions in on-going programmes have resulted in the loss of accumulated investments in refugee human resources and infrastructure. Cuts in the construction of schools have resulted in over-crowded classrooms, which have in turn led to more drop-outs and thus overall waste in the system. There are indications that this is becoming a trend in many UNHCR refugee education programmes, Malawi being one example, and the problem will need to be addressed.

78 Significant reductions have occurred in the provision of secondary and tertiary education for refugees. Education leading to "white-collar" occupations in the formal economic sector, or higher university education is costly and provides less opportunities for refugee labour insertion (as indicated, for example, by ILO studies on Somalia, Sudan and other developing countries). However, in general, the rationalization of resources at this level of education should not be achieved through drastic cuts, but rather through the reorientation of these resources towards more cost-effective forms of training (for example non-formal skills training) that will effectively help refugees to be employed in the informal economic sector of the host country. Thus, a unique co-ordinated training strategy was being developed, under UNHCR guidance, for Afghan refugees in Pakistan.

79 The efforts of the Office continued to focus on the design, planning and technical follow-up of projects for formal and non-formal education of refugees to assure their cost-effectiveness. Educational assistance continued to be concentrated in the formal sector at primary, secondary and higher levels. Systematic reviews of refugee education in Malawi, Mozambique, Pakistan, Somalia, Sudan, Thailand and Zimbabwe enabled their reorientation into more cost-effective programmes. Reviews of the other major education/training programmes are foreseen during 1990-1991. It is expected that a system to collect and retrieve from the field technical information relating to refugee education will finally be developed by the end of 1990. This will help to improve the monitoring and cost-effectiveness of UNHCR refugee education and training programmes.

(vi) General trends in programme delivery and level of obligations

General Programmes in 1989

80 Severe funding constraints necessitated successive reductions during the year in both operational and programme support and administrative budgets. Initially approved at $ 428.8 million, the overall budgetary ceiling for the year had to be revised downwards to $389.4 million, a figure which was endorsed by the fortieth session of the Executive Committee. The impact on individual country programmes of the many austerity measures was quite

substantial, as important additional and unforeseen expenditure for new refugee situations had to be met, mainly in Africa and South-East Asia.

81 Throughout the year, the uncertain funding situation demanded close monitoring of resource allocations and phasing of obligations so as not to exceed available income, thus severely hampering forward-planning of programme implementation by UNHCR and its operational partners. It was not until the fortieth session of the Executive Committee authorized the High Commission to carry-over, if necessary, up to $ 40.0 million in unliquidated obligations into 1990, that some measure of certainty was restored as to the level of programme activities UNHCR would be able to support in 1989. Total expenditure for General Programmes in the end-of-year accounts came to $ 386.6 million (including $ 733,000 obligated under the Revolving Fund for Staff Housing) representing 99.3 per cent of the approved budgetary target. Of this amount, $ 38.0 million in unliquidated obligations has to be financed from 1990 income. By 31 March 1990, disbursements of 1989 obligations had reached 94 per cent, confirming once again the high rate of programme delivery.

General Programmes in 1990

82 The fortieth session of the Executive Committee "noted" an initial 1990 budgetary target of $ 414.4 million, whilst, at the same time, setting a ceiling for obligations UNHCR could incur during the first half of 1990. In document A/AC.96/743 submitted to the extraordinary session of the Executive Committee which met in May 1990, the Office described in detail the process of further in-depth programme reviews which led to a revised target of $ 340.9 million for 1990, which was subsequently approved by that session. The same session of the Executive Committee was also presented in document A/AC.96/744 with a synopsis of the impact of the financial crisis on UNHCR activities.

83 Obligations entered into during the first half of 1990 came to $ 169.8 million, which include $ 6.4 million from the Emergency Fund. Obligations planned for the third quarter of the year amount to some $ 85.0 million.

(f) Support Costs

84 As in the past, support costs are presented in the budgets in two categories (i) Programme Support and Administration (PSA) and (ii) Project Personnel Expenditure (PPE), the latter forming part of operational expenditures. Whilst some PSA expenditures are met from the United Nations Regular Budget (RB), PPE is entirely funded from voluntary funds, and is applicable both to General Programmes (GP) and Special Programmes (SP).

85 Developments since the fortieth session of the Executive Committee in regard to support costs have already been reported to the Executive Committee in document A/AC.96/743 presented to the extraordinary session in May 1990. Document A/AC.96/751 (Parts I to V) now contains details on PSA and PPE estimates at the country level; consolidated information is provided in tables IV-A, IV-B, V-A and V-B of the present Overview, which also provide a breakdown by main objects of expenditure. Whilst the present chapter essentially focuses on requirements under General Programmes, the table below provides a comprehensive summary of the evolution of UNHCR's support costs in the Field and at Headquarters for General and Special Programmes, as well as the United Nations Regular Budget (in millions of dollars):

SUPPORT COSTS - 1989 ACTUALS, 1990 INITIAL, 1990 REVISED AND 1991 INITIAL
(in million of dollars)

	FIELD			HEADQUARTERS			TOTAL		
	PSA	PPE	TOTAL	PSA	PPE	TOTAL	PSA	PPE	TOTAL
1989 Actuals									
RB	8.8	0.0	8.8	8.3	0.0	8.3	17.1	0.0	17.1
GP	26.0	37.3	63.3	26.5	1.3	27.8	52.5	38.6	91.1
SP	5.8	13.1	18.9	2.1	5.1	7.2	7.9	18.2	26.1
TOTAL	40.6	50.4	91.0	36.9	6.4	43.3	77.5	56.8	134.3
1990 Initial									
RB	0.0	0.0	0.0	18.3b/	0.0	18.3	18.3	0.0	18.3
GP	37.5	36.0	73.5	23.8	0.7	24.5	61.3	36.7	98.0
SP	5.2	2.6	7.8a/	0.9	0.1	1.0a/	6.1	2.7	8.8a/
TOTAL	42.7	38.6	81.3	43.0	0.8	43.8	85.7	39.4	125.1
1990 Revised									
RB	0.0	0.0	0.0	16.7b/	0.0	16.7	16.7	0.0	16.7
GP	36.3	27.9	64.2	22.0	7.1c/	29.1	58.3	35.0	93.3
SP	5.1	17.2	22.3	0.4	6.7	7.1	5.5	23.9	29.4
TOTAL	41.4	45.1	86.5	39.1	13.8	52.9	80.5	58.9	139.4
1991 Initial									
RB	0.0	0.0	0.0	17.3	0.0	17.3	17.3	0.0	17.3
GP	34.5	25.2	59.7	21.0	4.7	25.7	55.5	29.9	85.4
SP	5.0	5.6	10.6a/	0.3	5.7	6.0a/	5.3	11.3	16.6a/
TOTAL	39.5	30.8	70.3	38.6	10.4	49.0	78.1	41.2	119.3

a/ as UNHCR is in no position to project with any certainty the level of activities under Special Programmes a year ahead, initial estimates are always provisional and do not lend themselves to true comparison in terms of overall requirements

b/ effective 1 January 1990, the UN Regular Budget is limited to cover staff costs of 244 posts at UNHCR Headquarters (A/AC.96/729-paragraphs 103 to 107 refer)

c/ adjusted for the costs of Project Personnel at Headquarters

Details pertaining to support costs (PSA/PPE) under General Programmes

86 Actual expenditures in 1989 under General Programmes PSA and PPE totalled $ 91.1 million (PSA - $ 52.5 million and PPE - $ 38.6 million). This figure reflects a very favourable rate of exchange in 1989 (average of Sfr. 1.63 to the dollar as compared with Sfr. 1.39 to the dollar in the initial estimates for expenditure at Headquarters in 1989) and of the austerity measures already introduced in the second half of 1989.

87 The initial estimates for 1990, as contained in Document A/AC.96/729 presented to the fortieth session of the Executive Committee in October 1989 were projected at $ 98 million (PSA - $ 61.3 million and PPE- $ 36.7 million dollars). The increase over the revised 1989 estimates was due to additional provisions in the field under staff costs and non-staff costs, mainly due to the increase in the number of posts, excluding those transferred from the Regular Budget.

88 The revised estimates for 1990 have been reduced to $ 93.3 million (PSA - $ 58.3 million and PPE - $ 35 million). While it was expected that the 1990 projections could be kept at the level of 1989 expenditure, this has not proved possible due to a number of factors which are described in the table below on Analysis of Variations, and the explanatory paragraphs that follow.

89 The initial estimates for 1991, which reflect the full effect of the staffing reductions being carried out in 1990, as well as the continuation of the economy measures at Headquarters and in the Field, total $ 85.4 million (PSA - $ 55.5 million and PPE - $ 29.9 million), i.e. nearly $ 6 million below the level of expenditure of 1989.

SUMMARY OF VARIATIONS
General Programmes Support Costs (PSA/PPE)

(in thousands of dollars)

	Field	Headquarters	Total	
INITIAL 1990 ESTIMATES a/	73,484	24,511	97,995	
Changes in 1990				
Redistribution of project personnel costs	(10,673)	10,673	-	
Exchange & inflation factors and salary scales	1,649	4,989	6,638	
Volume variations - Staff:	1,226	(4,978)	(3,752)	
- Non-staff:	(1,539)	(6,057)	(7,596)	
REVISED 1990 ESTIMATES	64,147	29,138	93,285	a/
Changes in 1991				
Volume variations - Staff:	(4,432)	(3,671)	(8,103)	
- Non-staff:	(69)	334	265	
INITIAL 1991 ESTIMATES	59,646	25,801	85,447	b/

a/ Not including $1.5 million in 1990 to meet staff cost increases approved by the General Assembly effective 1 July 1990.

b/ Not including $3.0 million in 1991 to meet staff cost increases approved by the General Assembly effective 1 July 1990.

Redistribution of Project Personnel Costs

90 For the past few years, the cost of a number of Project Personnel posts, though located at Headquarters (and shown as such in the staffing tables) were reflected in the accounts as field expenditure. To permit a correct analysis of expenditure by location, it was decided to account for these costs, as of 1990, under Headquarters. Although this decision does not affect the total estimates for 1990, the distribution of these estimates between the Field and Headquarters has been adjusted.

Exchange rate variations and inflation

91 For the field, the exchange rates used for both the 1990 revised and 1991 initial estimates were those in force for each country in March 1990. For Headquarters, the rate used is Sfr. 1.49 for one dollar, as compared to Sfr. 1.65 for one dollar used in computing the initial 1990 estimates. The effect of this major exchange rate variation on the projected expenditure at Headquarters under all objects of expenditure has imposed an unavoidable burden on the budget estimates expressed in dollars. The initial 1990 estimates did not contain inflation factors since they were at that time unpredictable. In view, however, of the rising trend of pricing levels observed both at Headquarters and in the Field, the revised estimates for 1990 include a 2.5 per cent inflation factor for Headquarters and an average of five per cent for the Field. 1991 estimates are costed at 1990 rates with no provision for inflation added at this point.

Salaries and common staff costs

92 The General Assembly, in Resolution 44/198, approved the recommendations of the International Civil Service Commission for a series of measures designed to improve the remuneration system of the Professional and higher categories of staff, which have yet to be attributed either to Headquarters or Field support costs by location and individual staff members. Their effect on the General Programmes has been estimated at $ 1.5 million for 1990 and $ 3 million for 1991, and a provision to this effect has been included in the Programme Reserve.

93 The revised 1990 estimates further take account of the 3.63 per cent increase in the salary of General Service staff at Headquarters. Similarly, there have been numerous increases in local salary scales in the field which, in certain cases, have not been offset by corresponding reductions in the respective exchange rates.

Variations in volume - Staff

94 In considering staff cost variations, reference should be made to tables IV-B and V-B of this Overview and to the following paragraphs on staffing levels. The budgetary implications of the proposed changes on the General Programmes are as follows:

95 In the field, the revised 1990 estimates for staff costs show a net increase of some $ 1.2 million, which reflects the reclassifications approved by the Executive Committee at its fortieth Session, an increase of some $ 1.4 million due to the need to extend, as a result of continuing refugee

situations, a certain number of contingency posts initially scheduled for discontinuation early in 1990, and a reduction of $ 1.4 million attributable to post discontinuations decided upon by a staffing review exercise in May 1990. The full effect of these post discontinuations on the 1991 initial estimates accounts for a further reduction of some $ 4.4 million.

96 At Headquarters, the revised 1990 estimates have been reduced by nearly $ 5 million. This reduction reflects the cost of 45 posts hitherto funded under General Programmes but which can be considered as supporting on-going Special Programmes. In line with the recommendation made by the Temporary Working Group of the Executive Committee, it was decided to transfer such posts to Special Programmes to correct the present imbalance between General Programme and Special Programme support costs. The effect of this transfer of posts on the 1990 revised estimates accounts for a reduction of some $ 3.4 million in staff costs. The 1990 revised estimates also take account of a reduction of some $ 1.6 million, being the impact in 1990 of anticipated post discontinuations determined by a review of Headquarters staffing which took place in June 1990. The full effect of these post discontinuations on the 1991 initial estimates accounts for a further reduction of some $ 3.7 million.

Variations in volume - Non staff

97 The already severe austerity measures introduced in the second half of 1989 have been intensified further in 1990 in the Field and, more so, at Headquarters. In the Field, the revised 1990 estimates have been kept below the level of 1989 actual expenditure. This is in part due to the fact that the necessary replacement of vehicles and equipment initially planned for 1989 had been postponed into 1990, and will now be further postponed into 1991. The reduction of some $ 1.5 million in the 1990 revised estimates also takes into account the partial effect on general operating expenses of the closure or reduction of a number of offices in the Field, following a thorough review of UNHCR's presence in those areas. The full effect on the 1991 initial estimates of the closure of these offices is, however, partly offset by the cost of overdue replacement of vehicles and equipment in other locations.

98 As for Headquarters, additional economy measures covering all objects of expenditure were introduced in April 1990. Reductions of the order of 30 per cent have affected travel, temporary assistance and overtime, individual consultants, external contractual arrangements, communications, reproduction of documents and publications, supplies and equipment. The projected savings resulting from these measures have already been incorporated in the 1990 revised estimates and account for some $ 3.9 million of the overall reduction in non-staff costs. The 1990 revised estimates are further reduced by some $ 2.1 million because of the non-staff costs related to the 45 posts transferred to Special Programmes.

(g) Budget Summary - 1990 (revised)/1991

99 Pursuant to the Executive Committee's decision at its fortieth session in October 1989 that it would hold an extraordinary meeting to decide the level of obligations for the second half of 1990, the High Commissioner submitted revised 1990 estimates for General Programmes in document A/AC.96/743, totalling $ 340.9 million which were approved by the extraordinary session of the Executive Committee in May 1990. Details of these estimates, at the level of country programmes, are now included in document A/AC.96/751 (Parts I to V) and in the summary tables of this Overview

document. For easy reference, a regional breakdown of 1989 expenditure and 1990/91 estimates for General Programmes is reproduced below:

1989		1990		1991
EXPENDITURE	REGION	INITIAL BUDGET "NOTED" BY 40th EXCOM a/	REVISED BUDGET APPROVED BY EXTRAORDINARY EXCOM	INITIAL BUDGET ESTIMATES
168,288,819	Africa	167,743,700	151,804,700 (11,000,000)b/	151,126,500 (15,000,000)b/
66,699,529	Asia & Oceania	62,116,800	55,605,900	48,041,000
17,803,652	Europe and North America	25,871,800c/	21,701,700	20,115,700
32,631,508	Latin America	33,686,500	25,742,700	20,758,400
58,875,227	S.W.Asia/MEA/ North Africa	67,541,500	52,911,700	53,820,400
32,311,088	Overall Allocations	28,142,000	32,089,200	29,035,900
376,609,823	TOTAL PROGRAMMED ACTIVITES	385,102,300	338,855,900 (11,000,000)b/	322,897,900 (15,000,000)b/
	Programme Reserve	19,254,700	3,000,000d/	12,313,500e/
376,609,823	TOTAL ANNUAL PROGRAMME	404,357,000	330,855,900	320,211,400
9,975,582	EMERGENCY FUND	10,000,000	10,000,000	10,000,000
386,585,405f/	TOTAL GENERAL PROGRAMMES	414,357,000	340,855,900	330,211,400

a/ document A/AC.96/729 refers

b/ reduction represents estimated inland transportation, storage and handling (ITSH) to be met by World Food Programme (WFP)

c/ increase due mainly to transfer of staff costs from UN Regular Budget to UNHCR voluntary funds (General Programmes) effective 1 January 1990

d/ of which $ 1.5 million reserved for staff cost increases as approved by the General Assembly effective 01/07/1990

e/ of which $ 3.0 million reserved for staff cost increases as approved by the General Assembly effective 01/07/1990, but yet to be identified by location; the balance represents 3 per cent of total programmed activities as a Programme Reserve

f/ of which $38,030,000 to be met from 1990 income, as authorized by the Executive Committee at its 40th Session

100 The initial projections for General Programmes in 1991 anticipate an overall reduction in programme activities of some $ 16.0 million, almost half of it due to savings expected in support costs. In regard to operational projects, inter alia, voluntary repatriation movements that took place during 1990 to countries such as El Salvador, Chad, Namibia and Nicaragua now result in programme savings which are however offset in part by the inclusion into General Programmes in 1991 of recently commenced assistance programmes for Liberian refugees in Côte d'Ivoire and the Republic of Guinea, and of new needs in Malawi. The proposed budget allocations for 1991 further take into account that part of the cost of inland transportation, storage and handling for food commodities (ITSH), currently estimated at $ 15.0 million, which is expected to be met by WFP.

Programme Reserve

101 Although overall programme activities were revised downwards from the initially approved $ 428.8 million to $ 389.4 million, the Programme Reserve nevertheless had to be resorted to as a budgetary mechanism to deal during the year with necessary adjustments to allocations. Thus, of the 1989 Programme Reserve, initially established at $ 19.8 million, a total of $ 12.3 million was drawn to meet unexpected increases in costs for some 90 projects. In addition, $ 6.8 million were used to cover the 1988 - related obligations, while $ 0.5 million were allocated to the Fund for Field Staff Housing and Basic Amenities.

102 To remain within the financial ceiling, UNHCR did not, during the first six months of 1990, have any recourse to the traditional Programme Reserve (for which $ 19.3 was foreseen in the initial, noted, 1990 budget). Operational requirements however make it essential to retain in the revised 1990 target a small reserve of $ 3.0 million, of which $ 1.5 million is to cover unforeseen increases for operational projects and $ 1.5 million for staff cost increases approved by the General Assembly, effective 1 July 1990 but yet to be identified by location.

103 For 1991, UNHCR proposes that a Programme Reserve be again incorporated into General Programmes. However, given the financial constraints, it is proposed to limit this Reserve to $ 12,313,500, which represents 3 per cent of programmed activities, rather than reinstating the 10 per cent which had been customary prior to 1988. As before, the Programme Reserve would be used to cover unexpected increases in the cost of projects financed from the 1991 or previous years' programmes, or from an Emergency Fund allocation made in a previous year; meet the cost of modifications to 1991 projects that may be necessary to achieve the approved project objectives; or to increase existing allocations to meet needs resulting from a new influx of refugees belonging to a group already receiving assistance under the 1991 programme. Further, and as referred to in the part of this document dealing with support costs, an amount of $ 3.0 million is reserved for staff cost increases approved by the General Assembly and effective 1 July 1990, but which yet have to be costed on the basis of individual entitlements.

SUMMARY OF PROPOSALS REQUIRING THE FORMAL APPROVAL OF THE EXECUTIVE COMMITTEE

Financial matters

104 The Executive Committee is asked to:

(i) Pursuant to its approval, during the extraordinary session of the Executive Committee in May 1990, of the revised target for General Programmes activities in 1990 amounting to $ 340,855,900 (including $ 10 million Emergency Fund) and which, together with the carry-over from 1989 of $ 38 million, amounted to $ 378,885,900, to endorse the corresponding country and area programmes and the overall allocations as contained in document A/AC.96/751 (Parts I to V) and as summarized in column 7 of Table II of the present document.

(ii) Approve the country and area programmes and the overall allocations for the 1991 General Programmes amounting to $ 330,211,400 (including $ 10.0 million Emergency Fund) as contained in document A/AC.96/751 (Parts I to V), and as summarized in column 10 of Table II of the present document.

(iii) Authorize the High Commissioner to effect such adjustments in projects, country or area programmes and overall allocations, as may be required by changes affecting the refugee programmes for which they were planned, using the General Progammes Reserve where necessary, and to report such adjustments to the Executive Committe at its next session.

(iv) Approve the transfer in 1991 of up to $ 300,000 from the General Programme Reserve to the Fund for Field Staff Housing and Basic Amenities.

IV. SPECIAL PROGRAMMES

(a) Introduction

105 Document A/AC.96/751 (Parts I to V) contains in each country chapter summary descriptions of activities funded through Special Programmes, together with details of expenditures incurred in 1989, estimated requirements in 1990, and, to the extent available, projections of anticipated programmes and projects in 1991. To provide a complete and comprehensive picture of UNHCR's activities and expenditure, all Special Programmes including other trust funds have also been incorporated in the summary tables of this Overview document.

Expenditure in 1989

106 A total of $ 183.7 million was obligated in 1989 of which $ 69.9 million concerned voluntary repatriation and assistance to returnees in their countries of origin. Included in the latter are Afghanistan, Burundi, Cambodia, El Salvador, Ethiopia, Guatemala, Haiti, Mozambique, Namibia, Nicaragua, Sri Lanka, Suriname and Uganda. Other major expenditures pertain to the Comprehensive Plan of Action for Indo-Chinese Refugees ($ 23.8 million), extra-budgetary food and various contributions in kind ($ 48.4 million), the Education Account ($ 3.5 million), Cyprus ($ 10.3 million), Hungary ($ 3.1 million), Anti-piracy Programme in South-East Asia and related activities ($ 1.9 million), CIREFCA and related projects ($ 2.8 million), and Junior Professional Officer Schemes ($ 4.7 million). Various other trust funds totalled $ 15.3 million.

Requirements for 1990

107 Budgetary estimates now total some $ 296.3 million with voluntary repatriation/returnees programmes making up the main component with $ 98.9 million, some of which have been the subject of funding appeals by the Secretary-General. They include the return of refugees to Afghanistan ($ 13.8 million), Angola ($ 1.3 million), Cambodia ($ 0.8 million), Chile ($ 0.8 million), Ethiopia/Somalia ($ 32.0 million), Guatemala ($ 1.4 million), Mozambique ($ 6.6 million), Namibia ($ 12.1 million), Nicaragua ($ 26.4 million), Sri Lanka ($ 1.5 million), and Suriname/French Guyana ($ 0.8 million). Other important requirements concern care and maintenance for Liberian refugees in West Africa ($ 7.7 million), a housing project in Turkey for Iraqi nationals ($ 13.2 million), the Comprehensive Plan of Action for Indo-Chinese Refugees ($ 73.5 million), Anti-piracy Programme in South-East Asia and related activities ($ 3.6 million), Cyprus ($ 10.0 million), extra-budgetary food ($ 50.0 million), Junior Professional Officer Schemes ($ 4.1 million), CIREFCA ($ 2.9 million), Education Account ($ 3.7 million), kerosene and replacement of oil tankers in Pakistan ($ 8.4 million) and other trust funds totalling $ 18.1 million. These estimates are subject to change and require continuous up-dating in terms of needs assessment, implementation capacity and availability of funds.

Projections for 1991

108 For many special programmes, UNHCR is not in a position at this juncture to make projections with any degree of accuracy for 1991. Budgetary

requirements so far included in the documentation for this session of the Executive Committee total $ 196.0 million as follows: Returnee Programmes to Ethiopia/Somalia ($ 28.3 million), Mozambique ($ 8.5 million), various countries in Latin America ($ 4.1 million), the Comprehensive Plan of Action for Indo-Chinese refugees ($ 77.9 million), Education Account ($ 3.6 million), Anti-piracy Programme in South-East Asia and related activities ($ 3.5 million), kerosene for Pakistan ($ 6.3 million), extra-budgetary food ($ 50.0 million), Junior Professional Officer Schemes ($ 4.1 million) and other trust funds ($ 8.8 million). UNHCR will provide members of the Executive Committee with up-dates of requirements under the various Special Programmes at regular intervals.

Education Account

109 Under the Education Account, beneficiaries are oriented towards studies at a tertiary level that will improve their possibilities of finding employment. Vocational /technical education is encouraged. During 1989, $ 3.5 million were obligated on behalf of 2,139 beneficiaries. For 1990 $ 3.7 million will have been allocated to provide scholarship assistance to 1,927 beneficiaries. An approximately equal amount is foreseen in 1991 to assist 1,836 beneficiaries.

Support Costs for Special Programmes

110 Estimates relating to PSA-Special Programmes appear under Table IV-A of the present Overview; the staffing requirements are shown under Table IV-B. Similarly, support costs and staffing requirements relating to Special Programme Project Personnel are shown under Tables V-A and V-B in the present Overview. Estimates and staffing requirements for PSA and PPE Special Programmes are included in annexes I to IV at the end of each part of document A/AC.96/751.

111 Due to the very nature of Special Programmes, however, initial 1991 estimates of the anticipated expenditure and staffing requirements are at this stage purely tentative and do not lend themselves to true comparison. They are included in the relevant tables for record's sake only.

V. ADMINISTRATION

(a) Overall Staffing Levels

112 In considering staffing levels, reference should be made to Tables IV-B (PSA) and V-B (PPE) attached to this document which provide consolidated information on the number of posts expected on 1 October 1990 and 1 January 1991. Similar data broken down by country are provided in Annexes II and IV in each of the five parts comprising document A/AC.96/751.

113 During the first half of 1990, no efforts have been spared to reduce staffing levels, bearing in mind the very severe funding constraints. As at 1 January 1990, the actual total number of posts including those for guards and cleaners was 2,377, of which 1,788 posts were in the field and 589 posts at Headquarters. In order to more accurately assess the overall needs of the organisation, a major review of staffing requirements both in the Field and at Headquarters which took place in May/June 1990, when combined with earlier staffing decisions, resulted in a total of 491 posts scheduled for discontinuation in the course of 1990, of which 384 posts are in the Field and 107 posts at Headquarters. The projected number of posts as at 1 January 1991 thus stands at 1,669, which, together with 217 posts for guards and cleaners, brings the total to 1,886 of which 1,404 posts are in the field and 482 posts are at Headquarters.

114 It should be noted that the above figures compare favourably with the request made by the Executive Committee at its fortieth session to return, at the latest by 1 January 1991, to the overall staffing level of 1 January 1986, i.e. a total of 1,781 posts not including 293 posts for guards and cleaners which the Executive Committee had authorized as from 1988. At the same time, it is imperative that the High Commissioner retains a degree of flexibility to adjust staffing levels in order to respond effectively to evolving or new refugee situations. Thus, the above data regarding the projected staffing levels as at 1 January 1991 may need to be further adjusted to reflect new or reduced activities.

115 During the course of the staffing review, it became clear that there was a need to analyze the current distribution of posts between Programme Support and Administration (PSA) and Project Personnel Expenditure (PPE) based on the functions carried out by each post as well as the programme to which they are affected. It is planned to carry out this exercise later in the year. It should be noted that this review in and by itself will not affect the overall level of staff resources.

116 As a first step related to this exercise, and subject to further review and refinement, a preliminary categorization of posts into "established" and "temporary" posts has already been reintroduced in the presentation of staffing tables. It is essentially based on the traditional distinction in the United Nations system and on criteria that had received approval in years past whereby PSA posts funded from the United Nations

Regular Budget and General Programmes were considered as established, whilst those funded from Special Programmes as well as all PPE posts were classified as temporary.

(b) Personnel Matters

Recruitment, Career Development and Placement

117 A number of new emergency situations developed during the course of the year. In order to address in a timely manner the staffing requirements of special programmes in Asia, West Africa and Central America in addition to mobilizing UNHCR personnel from other areas, it proved necessary to employ a limited number of consultants. This was coupled with the redeployment of UNHCR personnel from other areas, for example from Sri Lanka, where the activities related to the programme were significantly reduced. This allowed for a number of suitable staff members to be transferred to West Africa. As a consequence, very little recruitment was done during the first part of the period under review. Furthermore, on 5 April 1990, the Deputy High Commissioner announced a freeze on all recruitment. This action confirmed a *de facto* situation which has been in effect since the fall of 1989.

118 Three other aspects of the personnel policies of the organisation which are interlinked merit further attention, namely, the rotation policy, career development and the situation of women in the organization.

Rotation

119 While rotation is and should continue to be an important element in the proper functioning of the organisation, a certain number of components of the rotation policy need to be reviewed to enhance the efficiency of the organisation including, *inter-alia*, the length of assignment at the various categories of duty stations.

Career development

120 It is extremely important for the smooth operation of the organisation not only to attract but also to retain high-calibre staff to serve with UNHCR. To this effect there is a need for forward planning of careers to respond to justified staff expectations. While it is clear that each staff member has a role to play in the shaping of his or her career, it should be equally clear that the organisation should be an equal partner in such an endeavour. In this regard, it should be noted that one of the structural changes which have taken place at Headquarters as a result of the review of the structure of the organisation is that the Training and Career Development, Recruitment and Placement Sections are now regrouped under Human Resources Management. It would be the intention to intensify efforts to propose a clear development plan encompassing both Training and placement components.

The situation of women in the organization

121 Last, but not least, the situation of women is far from being adequate. The High Commissioner has very clearly stated his personal

commitment in improving the situation both qualitatively and through appropriate career advancement of women currently working in the organisation. Insofar as staff in the professional and higher categories are concerned, it should be able to reach, in the relatively near future, the 30 per cent target set by the General Assembly while, at the same time, gradually reaching a much more balanced representation of women at the senior/decision-making level.

Job classification

122 As indicated in the document on Professional Job Classification presented to the Executive Committee at its fortieth session (EC/SC. 2/41), the duties and responsibilities attributed to posts in UNHCR do not remain static and the maintenance phase of the job classification system is and will continue to take such changes into account. In particular, revised job descriptions for all vacant posts in which functions have changed are subject to a classification review through the application of relevant classification standards. In the case of posts in the Director, Professional, Project Personnel and National Professional Officer categories, classification levels are determined through the application of the classification standards applicable to such category of staff, which have been promulgated by the International Civil Service Commission. Likewise, classification levels of posts in the General Service and related categories are established through the application of the specific United Nations common system classification standards in force at the duty station concerned. The approach whereby all organisations having staff at a given duty station use the same classification standards provides for a necessary measure of consistency within the United Nations common system. At small and medium-size duty stations which form a very large part of UNHCR duty stations in the field, the applicable classification standards were promulgated by the International Civil Service Commission. At each duty station where another organisation of the United Nations common system is headquartered, the classification standards employed are those of the organisation concerned.

Comprehensive review of conditions of service of staff in the Professional and higher Categories

123 The General Assembly, through resolution 44/198, approved, with effect from 1 July 1990, a package of measures aimed at substantially improving the remuneration system of staff in the Professional and higher categories, more particularly in the field. These include, in particular, an overall upward adjustment of salaries and the introduction of a mobility and hardship allowance and of an assignment grant, which present a marked improvement of existing entitlements. These changes can be considered as a step towards re-establishing the competitiveness of the conditions of service of staff in the Professional and higher categories, more particularly for those serving in the Field.

Staff Management Relations

124 Regular consultations with the Staff Council have intensified in the past year. In February 1990, the High Commissioner announced the establishment of a Joint Advisory Committee (JAC) at Headquarters, in replacement of the Staff Management Group (SMG), the role of which, as

envisaged in the United Nations staff rules, is to advise the High Commissioner. The High Commissioner also decided to regroup all advisory functions related to promotion and posting of staff in the Professional and Director (D-1) category under one board, the Appointments, Promotions and Postings Board (APPB).

Retrenchment

125 As indicated in the part of this document dealing with overall staffing levels, the major staffing review recently completed led to sizeable reductions in the total number of posts in the organisation. A parellel review of staffing levels is currently underway, but at this juncture it is already apparent that it will not be possible, within the extremely tight timeframe within which post reductions are scheduled, to avoid terminating a certain number of staff members. It is extremely important to note that, under existing contractual engagements in force throughout the United Nations, such actions will result in the payment of one-time termination indemnities to the staff members concerned. Thus the organisation which is already under severe financial constraints may be faced soon with a sizable additional and unavoidable outlay of funds in order to respect its contractual obligations when separating staff.

126 The most severely affected will probably be the locally-recruited general service staff, particularly in small offices, for whom the possibility of alternative employment within the organisation locally is very limited. In a first stage and in order to proceed with the exercise in an orderly, fair and transparent manner, the High Commissioner created a Joint Staff Management Redeployment and Retrenchment Committee. Its recommendations on how best to conduct the retrenchment exercise have been reviewed by the Joint Advisory Committee (JAC) which has presented its views to the High Commissioner. On that basis, the second stage of the review which has taken place focused on the analysis of existing data to assess the number of staff to be retrenched. The third and final stage of this review is undertaken by the Appointments, Promotions and Postings Board (APPB) and the Appointments, Promotions and Postings Committee (APPC), respectively, which will first, through redeployment and then through retrenchment, using the criteria established by the Redeployment and Retrenchment Committee, conclude the exercise. However, at the time of preparing this document, this review was still in process. It is expected that the results of the review will be fully known by the meeting of the Executive Committee in October, at which time an up-date will be provided.

Fund for Field Staff Housing and Basic Amenities

127 The Fund continued to be used for improving field service conditions. In the chart below, 1989 expenditure and 1989 income are shown in accordance with paragraph 14 of the Report on the Sub-Committee on Administration and Financial Matters dated 5 October 1988 (A/AC.96/719). It is envisaged that as of 1991, such information will be provided as a separate schedule attached to UNHCR's annual accounts.

Committee, to convene an open-ended working group of members of the Executive Committee to examine protection and solutions in a coherent and comprehensive manner, bearing in mind the mandate of the High Commissioner, with a view to reporting to the Executive Committee at its forty-first session.

UNHCR Action: **In view of the time and resources that both UNHCR and the members of the Executive Committee had to devote to the deliberations of the Temporary EXCOM Working Group during the first half of this year, a first meeting in what is expected to be a series of on-going consultations of the Working Group is scheduled to be held in September. Both the Chairman of EXCOM and UNHCR will be in a position to report to EXCOM on the results of this inaugral meeting, which is expected to be of an organizational nature.**

CONCLUSION ON IMPLEMENTATION OF THE 1951 CONVENTION AND THE 1967 PROTOCOL RELATING TO THE STATUS OF REFUGEES

Para 24 (d) Requested the High Commissioner to prepare a more detailed report on implementation of the 1951 Convention and the 1967 Protocol for consideration by this Sub-Committee in connection with activities to celebrate the fortieth anniversary of the Convention and called on States Parties to facilitate this task, including through the timely provision to the High Commissioner, when requested, of detailed information on implementation of the Convention and/or Protocol in their respective countries.

UNHCR Action: **With a view to the preparation of this report, a questionnaire on the implementation of these two instruments was communicated to the respective State Parties in May 1990. A first response to the questionnaire was expected by July 1990, with a subsequent response due by January 1991. An interim progress report, EC/SCP/61, has been prepared for the forty-first session of the Executive Committee.**

CONCLUSIONS ON REFUGEE CHILDREN

Para 26 (c) Commended the High Commissioner and his Working Group on Refugee Children for the development and dissemination of the Guidelines on Refugee Children and for the implementation of a work plan concerning refugee children and called upon UNHCR to seek the active co-operation and collaboration of governments, other United Nations bodies, among them UNICEF, non-governmental organisations and refugees themselves, in the implementation of the guidelines.

	1989 Expenditure	1989 Income
Algeria	12,540.10	2,927.92
Angola	6,157.58	4,530.96
Cameroon	5,873.01	NIL
China	17,212.51	NIL
Costa Rica	22,913.60	5,878.86
El Salvador	14,400.00	6,099.95
Ethiopia	35,676.24	42,043.70
Honduras	9,862.94	12,102.54
Hong Kong	58,756.20	31,076.59
India	36,650.09	6,708.98
Indonesia	536.42	5,358.68
Laos	1,870.82	223.50
Lesotho	NIL	1,157.64
Malawi	1,998.95	NIL
Mexico	36,683.37	11,623.76
Mozambique	39,450.78	9,627.36
Nicaragua	110.00	3,039.33
Nigeria	24,780.82	670.22
Pakistan	222.95	2,223.40
Rwanda	NIL	1,150.00
Somalia	132,107.55	4,461.56
Sri Lanka	2,414.31	370.50
Sudan	120,819.94	65,867.34
Tanzania	10,073.21	3,619.80
Uganda	48,301.11	31,569.97
United Kingdom	NIL	36,659.05
Viet-Nam	20,148.00	4,842.56
Zambia	43.75	8,768.25
Zimbabwe	14,423.95	5,294.18
Other	3,179.42	2,618.61
Total	677,207.62	310,155.21

128 The above chart covers 1989 transactions only i.e expenditure incurred during next year as well as any refunds received against current or prior years' expenditure. It is expected that the unspent balance of $ 549,316 brought forward from 1989 will be sufficient to cover the expenditure for 1990 and possibly for part of 1991. However, as a further replenishment may be needed before the forty-second session of the Executive Committee, authorization is being sought to transfer up to $ 300,000 from the General Programme Reserve between now and the end of 1991.

(c) Training

129 UNHCR continued during the period under review to build training programmes for its staff and that of its operational partners. UNHCR recognizes that in times of financial stringency, effective training becomes increasingly important to increase efficient use of scarce resources and, indeed, contribute towards saving the lives, and minimizing the suffering of refugees. Thus, although the training activities originally planned for 1989

were somewhat curtailed, a relatively satisfactory level of activity was still possible.

130 The approach of the Office in this area was to involve all staff in the improvement of their own performance and that of their colleagues. Since 1987, a series of activities have been carried out to achieve this objective. Thus, there are 27 Training Focal Points at Headquarters and 34 Field Training Co-ordinators in the Field. Some 80 staff have now been trained as trainers and/or training managers. Furthermore, financial provision has been made to enable 42 field offices to carry out their own training programmes, and a series of written training modules have been prepared and form an important resource base for all training activities. Nine modules are now available and seven more are under preparation or planned. Likewise, five training videos are now available, with four more likely to be added by the end 1990.

131 During 1989 and the first half of 1990, over 3,300 persons participated in over 200 courses organized by UNHCR. These courses, attended predominantly by UNHCR staff, included management training, language and computer training and courses for specific job categories such as UNHCR Representatives in the field or programme personnel at Headquarters. However, the trend to increase participation in the courses by government and non-governmental operational partners was actively encouraged, particularly in the Field where most of the training courses were organized for the benefit of the said operational partners. It is also to be noted that whereas an appreciable proportion of UNHCR courses in 1987 and 1988 were run by non-UNHCR staff, the majority of those held in the period under review were run by UNHCR staff themselves. Among others, this approach has helped the organization to save on training costs.

132 After some three years of sustained effort, the number and quality of training activities undertaken by UNHCR compare favourably with the best within the United Nations system. The organization has adapted the most effective training methods available, and other United Nations agencies such as UNICEF, UNDP and UNDRO benefited from UNHCR training materials and assistance during 1989. Within UNHCR itself, training has now progressed to an organization-wide basis, depending upon the required expertise. Although in the past there was no direct link between career development and training activities, it was hoped that such a linkage would now be achieved. The continued building of wide-ranging and cost-effective training programmes for UNHCR and the community of organizations that work for refugees will be maintained, with emphasis placed on the performance of UNHCR staff in the Field and those of operational partners.

VI. RELATIONS WITH OTHER ORGANIZATIONS

(a) Co-operation between UNHCR and other members of the United Nations System

133 UNHCR continued to strengthen its links and areas of co-operation within the United Nations family. To enhance and formalize such co-operation, the Office has now concluded, or was in the course of concluding, Memoranda of Understanding with several United Nations agencies, as reported in the High Commissioner's latest Report to the General Assembly through the Economic and Social Council, document E/1990/60. Also, some of these Memoranda were being revised to facilitate more effective co-operation, particularly in light of recent decisions taken on that subject by the Executive Committee and endorsed by the General Assembly, and the recommendations contained in the Report of the Temporary Executive Committee Working Group (document A/AC.96/742).

134 The special importance of the co-operation with UNDP and WFP has been referred to and reported upon several times in the past. In the case of UNDP, a joint UNHCR/UNDP follow-up unit for CIREFCA became functional in early March 1990. The two agencies also conducted joint missions into the Kandahar Province of Afghanistan, as part of a new strategy to link identified Afghan refugee groups in Pakistan with assistance in their villages or districts in the country of origin. WFP, on the other hand, was closely involved in both its own and UNHCR's operations for the benefit of Liberian refugees in Côte d'Ivoire, Afghans in Pakistan, Ethiopians in Somalia and Ugandans and Sudanese in Zaire. In March 1990, the High Commissioner, the Director of WFP and the United Nations Co-ordinator for Humanitarian and Economic Assistance Relating to Afghanistan conducted a joint working visit to Afghanistan and Pakistan.

135 Meanwhile, UNHCR has, as from January 1990, established contacts with UNICEF at the highest level to ensure, inter alia, that the issue of refugee children was properly reflected in the agenda and results of the World Summit on Children to be held in September 1990. Co-operation between UNHCR and UNICEF already covers various aspects of the problems and needs of refugee children, emergency stockpiling facilities, and staff training.

136 As before, the subject of refugee aid and development necessitated increased co-operation and collaboration between UNHCR and, in particular, the International Fund for Agricultural Development (IFAD) and the World Bank. Project-by-project details of such collaboration have already been described in paragraphs 46 to 51 of this document. At the same time, in view of the decisions referred to in paragraph 133 which, in the main, called for sharing of responsibilities between UNHCR and other United Nations agencies on operational activities relating to refugees, the High Commissioner has initiated contacts and consultations with the Secretary-General and the Executive Heads of UNDP, WFP, IFAD, the World Bank, UNESCO, UNICEF, ILO, WHO, UNEP, FAO and UNFPA for a more co-ordinated approach within the specific mandate and field of competence of each organization. The results of these contacts, which in general are positive, are reported on in more detail in a Conference Room Paper on the subject presented to this session of the Committee.

137 Linking refugee aid and development assistance was also considered by the Consultative Committee on Substantive Questions (Operational Activities) (CCSQ/OPS) at its meeting in Geneva in April 1990. A month later, in May/June 1990, the Governing Council of the UNDP considered a document entitled "Refugees and Displaced Persons: the Present and Future Role of UNDP" which puts forward a number of specific recommendations for assuring greater co-ordination between UNHCR and UNDP, as well as for the financing of rehabilitation and longer-term development assistance needs of refugees, returnees and displaced persons. The Council adopted a decision encouraging UNDP to further collaborate with UNHCR and other relevant United Nations organizations in carrying out activities to provide development assistance to refugees, returnees and displaced persons. The decision invites the Economic and Social Council (ECOSOC) to request the Secretary-General to initiate a system-wide review to support the efforts of the affected countries to address the problem of refugees, returnees and displaced persons. It also recognizes the close relationship between relief, rehabilitation, reconstruction and development.

138 More generally, at the inter-agency level, UNHCR was closely monitoring the system-wide initiatives relating to development and international economic co-operation. UNHCR participated in the Task Force on Long-Term Development Objectives, held in September 1989, whose task it was to monitor the preparations for the International Development Strategy. The Office also has a standing interest in the forthcoming United Nations Conference on Trade and Development and the follow-up of General Assembly Resolution 44/211 on the Comprehensive Triennial Review of Operational Activities for the Development of the United Nations system. It also continued its participation in the work of the ACC Task Force on Rural Development, with particular emphasis on the situation of refugee women.

139 UNHCR also strengthened those contacts with other agencies within the United Nations system necessitated by specific requirements. This was the case with the United Nations Volunteers Programme (UNV) whose staff work on various UNHCR programmes. UNHCR participated in the elaboration of the "Programme Advisory Note on the Appropriate Use of Volunteers in Development" which was published in 1989. In the case of ILO, the two organizations co-operated on vocational training and income-generating activities for refugees, for example for 50,000 Mauritanian refugees in Senegal for whom an income-generating project was readied for implementation as of March 1990.

140 With UNESCO, guidelines were agreed upon for more systematic co-ordination on the use of UNESCO associate experts in the field to work on refugee education programmes. An expert has accordingly already been assigned to serve in Ethiopia. Also, a special fund has been set up at UNESCO Headquarters for use in co-ordinating, together with UNHCR, issues concerning technical advice and systems development. In March 1990, UNHCR participated in the "World Conference on Education for All" which, inter alia, recognized the need to provide basic education for all, especially vulnerable groups including refugee children. UNHCR will be involved in the follow-up of the Conference.

141 In view of the protection and assistance implications for refugees, in particular refugee migrants, UNHCR continued to participate in global efforts aimed at the prevention and control of AIDS and worked in close contact with WHO and other relevant agencies. The Office also contributed to

the System-Wide Plan of Action for International Drug Abuse Control, focusing on certain activities as they relate to refugees, e.g. prevention and reduction of illicit demand for drugs, treatment and rehabilitation, and the elimination of illicit sources of drugs.

142 The majority of the world's 15 million refugees are hosted in areas already suffering from poor or fragile natural and socio-economic conditions. UNHCR programmes have therefore increasingly had to contain aspects intended to limit, or rehabilitate, damage to the environment arising from the presence of refugees. Accordingly the Office took part in several important initiatives in this area, including the meeting of Designated Officials on Environmental Matters (DOEM). UNHCR was in fact designated a member of DOEM, and will be represented at all its co-ordination and preparatory meetings for the 1992 United Nations Conference on Environment and Development.

(b) Other intergovernmental organizations

143 UNHCR was represented at the Ninth Conference of Heads of State and Government of the Non-Aligned Countries which took place in Belgrade, Yugoslavia, in September 1989. The Conference endorsed recommendations formulated by the ministerial meeting, including those concerning UNHCR's role in the Namibia Peace Plan and in the implementation of regional efforts to provide solutions to refugee problems including through implementation of the Plans of Action of the ICARA II, and the SARRED and CIREFCA Conferences. In addition, the Summit provided an excellent opportunity for fruitful exchanges on major refugee situations with government delegations at the highest levels.

144 The traditionally close co-operation with the Organization of African Unity (OAU) was promoted in various fields of mutual interest. The Office was represented at the forty-ninth and fiftieth Ordinary Sessions of the Council of Ministers, held in Addis Ababa, in February and July 1989 respectively. The High Commissioner led the UNHCR delegation to the twenty-fifth Conference of Heads of States and Government which commemorated a historic anniversary for the OAU. The occasion also provided a forum for discussions on important developments affecting refugees on the African continent, particularly in southern Africa.

145 UNHCR played an active role in the work of those organs of the OAU concerned with refugees, namely, the Committee of Fifteen on Refugees and its Co-ordinating Committee, the Bureau for Refugees, and the Labour Commission, and supported the increasing focus of these organs on the promotion of voluntary repatriation and on ways of securing adequate resources to implement related measures.

146 Relations between the OAU and UNHCR were also marked by mutual agreement to improve various mechanisms and procedures for co-operation. In October 1989, at a meeting of representatives of both organizations, it was decided to revise the Agreement of Co-operation concluded in 1969, in order to reflect changes in the African refugee scene. In particular, the revision would respond to the need for speedy consultation on specific refugee problems or situations on the continent, and also address the growing challenge of resource mobilisation for African refugee-hosting countries.

147 UNHCR continued to develop relations with the Organization of the Islamic Conference (OIC) through regular contacts and reciprocal participation in meetings of each other's respective governing bodies. Exchanges also took place in the context of the co-ordination meeting between the OIC with focal points of the lead agencies of the United Nations, held in Geneva in September 1989. A number of concrete steps were taken to further co-operation with specialized institutions of the OIC concerned with assistance to refugees. In this respect, measures were drawn up with the Islamic Educational Scientific and Cultural Organization (ISESCO) for the eradication of illiteracy in refugee villages in Pakistan hosting Afghan refugees. At the invitation of ISESCO, UNHCR also participated in the Second Extraordinary Session of the General Conference of ISESCO in Jomtien, Thailand, which focused on literacy and basic language training for all within countries and communities of the Islamic world. Progress was also made in discussions with the Islamic Development Bank (IDB), regarding an agreement for co-operation in areas of assistance to refugees in Islamic countries and to Muslim refugee communities. In addition, a special IDB mission visited UNHCR Headquarters to examine a possible IDB role in the rehabilitation of Afghan returnees.

148 Co-operation with the League of Arab States (LAS) continued through periodic contacts and exchange of information. In May 1989, a jointly-sponsored seminar on Asylum and the Rights of Refugees took place in Tunis. The seminar brought together more than 40 lawyers and senior civil servants from the entire Arab World to discuss asylum policy.

149 Developments in Central America, particularly those connected with the CIREFCA Conference and the International Verification and Support Commission (CIAV), provided additional opportunities for furthering co-operation between UNHCR and the Organization of American States (OAS). These developments and activities are discussed more fully in document A/AC.96/751 (Part IV). In order to strengthen field-level co-operation between the United Nations and the OAS, UNHCR Representatives have been instructed to participate regularly in meetings of the United Nations Representatives with OAS Representatives in each country member of both organizations, in consultation, as appropriate, with the national authorities of those countries. At the regional level, UNHCR participated in an observer capacity in the Fourth Inter-American specialized Conference on Private International Law (CIDIP-IV), held in Montevideo in July 1989.

150 With particular reference to the OAS, UNHCR participated in the Twentieth Regular Session of the General Assembly of the OAS which took place in Asuncion, Paraguay, in early June 1990. The Assembly adopted two resolutions respectively entitled "Legal Situation of Refugees, Repatriated and Displaced Persons in the American Hemisphere" and "The Situation of Refugees in Central America and Regional Efforts for the Solution of their Problems". Many delegations expressed support for the existing co-operation between OAS, UNHCR and the United Nations in carrying forward the implementation of the CIREFCA process and to find solutions for refugees in the Central American region. The joint efforts of the OAS and UNHCR to resolve refugee problems and especially to bolster the legal status of refugees and to ensure their protection were also commended.

151 Co-operation with the Council of Europe continued in various areas. At the invitation of the Council, the High Commissioner addressed the Parliamentary Assembly of the Council in May 1989. The Parliamentary Assembly itself adopted a number of resolutions on refugees and asylum-seekers during the reporting period. UNHCR continued to follow discussions in the Council on refugee matters, particularly within the context of the Ad Hoc Committee of Experts on Legal Aspects of Territorial Asylum, Refugees and Demography (CMRD). During the period under review, UNHCR participated in the activities of the Council's European Consultative Committee on Global Interdependence and Solidarity. Here, specific mention should be made of the preparations, in which UNHCR participated, for the Europe/Africa Encounter, an event sponsored jointly by the Council and the OAU, which took place in Porto Novo, Benin, in September 1989. In the Conclusions of the Encounter, special attention was drawn to the need to mobilize additional resources to help meet the growing burden of refugee assistance on countries hosting large refugee populations in the "South", particularly in Africa.

152 In December 1989, the Council of Europe's Committee of Experts for the Promotion of Education and Information in the Field of Human Rights organized a meeting on the treatment of asylum-seekers and migrants at the border, entitled "Human Rights without Frontiers". The meeting was attended by representatives of governments, non-governmental organizations and UNHCR, and made recommendations focussing, inter alia, on the need for the development of training materials and programmes for border officers. The Commission of the European Communities remained the third major contributor to UNHCR programmes, most of its contribution being in the form of food aid. Additionally, the Commission provided active support for the development of UNHCR programmes. For example, joint EEC/UNHCR technical missions took place in Central America (Guatemala and Mexico), to review refugee projects and consider new approaches to the implementation of refugee assistance programmes in the region. Senior level consultations were held between the two organizations on matters of mutual interest.

153 UNHCR continued to develop relations with the European Parliament, and especially with the Parliament's Commission for Development, which devoted part of a formal session to a presentation on UNHCR's activities. In addition, members of the Commission for Development, and delegates of the Joint African Caribbean and Pacific (ACP)-EEC Commission, visited refugee programmes in southern Africa and in the Pacific (Papua New Guinea).

154 Co-operation with the World Bank was substantially strengthened during the reporting period. In this regard, UNHCR increased its participation in World Bank consultative groups and consortia concerned with refugee-hosting countries. At the same time, collaboration in a number of specific projects was carried further, as discussed in paragraphs 46 to 51 of this document, and the relevant country chapters in document A/AC.96/751 Parts I and V. Approaches to other international development agencies and financial institutions increased as UNHCR sought to intensify efforts to promote development assistance for the benefit of refugees and returnees, as well as for refugee-hosting communities. A notable example was the consultations with the Inter-American Development Bank (IADB) concerning co-operation in Central America leading to the initiation of joint project identification efforts in collaboration with UNDP. Similar steps are envisaged with the African Development Bank (ADB).

155 UNHCR continued to co-operate closely with the International Organization for Migration (IOM) (formerly the Intergovernmental Committee for Migration (ICM)) in several areas, mostly in relation to the movement of refugees and asylum-seekers. In South-East Asia, the implementation of the Comprehensive Plan of Action (CPA) led to even closer collaboration between the two organizations, especially in view of the increasing prospects for voluntary repatriation. It is recalled that the IOM has provided support to UNHCR's operations in the region over the years, especially under the Orderly Departure Programme (ODP).

156 In Africa, Europe and Latin America, UNHCR programmes continued to benefit from favourable arrangements provided by IOM for the travel of refugees and returnees. In addition to transportation and processing, co-operation covered areas such as travel-related medical services, language training and cultural orientation, and assistance to handicapped refugees found eligible for resettlement. During the reporting period, over 100,000 persons world-wide benefited directly from co-operation between the two organizations. Regular meetings, both at headquarters and field levels, also took place between representatives of UNHCR and IOM, and both organizations actively participated at meetings of each other's respective governing bodies.

(c) Non-governmental Organizations

157 UNHCR continued to pursue its policy to recognize and respond to the evolving nature of its relations with non-governmental organizations as the latter assume new or varying roles in the areas of international protection, advocacy, fund raising, public education or information, preventive action in relation to the causes of mass outflows of people, development and other matters. At the operational level, the Office also continued to develop policies and procedures whereby NGOs could be involved from the earliest stages of a refugee situation and thereby participate in needs assessment, programme planning and design, implementation, monitoring and evaluation.

158 UNHCR maintained traditional activities which have in the past proved effective in consolidating UNHCR's collaborative relations with NGOs, the most important of which were the eighth consecutive NGO/UNHCR Pre-Executive Committee Meeting in October 1989 attended by some 100 NGOs and the annual NGO/UNHCR Consultations on Protection and Operations during which participants focused on issues relating to the international and institutional responsibility for people fleeing poverty, and UNHCR's mandate for refugees from violence. Concern was also expressed on the situation of Vietnamese asylum-seekers and on the restrictive asylum policies of some Western countries.

159 To develop and reinforce more informal and innovative actions, UNHCR undertook the following initiatives:

- Informal meetings on food aid, education, and resettlement;
- *Ad hoc* meetings on specific regional or assistance issues (Ethiopia, South Africa, Central America);

- Information sessions on CIREFCA and the International Conference on Indo-Chinese Refugees/CPA, during which issues relating to protection, material assistance and durable solutions for refugees were reviewed and areas of further NGO/UNHCR co-operation identified;

- Briefings on UNHCR's financial situation prior to and following the 1989 meeting of the Executive Committee with a view to more coherent and co-ordinated resource assessment and fund raising activities;

- The Seminar on Information Aspects of Refugee Assistance, which called upon more active participation by NGOs through joint chairmanship of the proceedings and both NGO and UNHCR presentations of case studies.

- NGOs were invited to a meeting of the EXCOM Working Group's Task Force which considered co-operation between UNHCR and other organizations. This meeting provided the opportunity to review the position of both donors and operational partners with regard to UNHCR's financial situation, to assess past co-operation and to propose means of improving collaboration in the fields of international protection and assistance. The NGOs emphasized the role of the Office in the field of international protection and noted the recent support given by NGOs in that area.

160 As a follow-up to the distribution by UNHCR in 1988 of the Guidelines on Refugee Children, a consultation, funded by International Save the Children Alliance and jointly organized with UNHCR was scheduled to take place in Malawi from September 1990 in order to evaluate the impact of the implementation of the Guidelines on the well-being of refugee children in southern Africa and to maintain a high level of awareness of the particular needs of refugee children.

161 UNHCR distributed Working with Refugee Women: A Practical Guide, a document produced by the NGO Working Group on Refugee Women following the 1988 International Consultations, to all Field Offices and requested lists and profiles of NGO implementing partners who should receive copies. Through this exercise, a listing of voluntary agencies co-operating with UNHCR on women's issues was expected to be developed and maintained. Regular participation in NGO events relating to refugee women and UNHCR's role as lead agency for the production of a book on refugee women in collaboration with the Joint United Nations Information Committee (JUNIC)/NGO Programme Group on Women in Development can also be noted.

162 Since 1988, UNHCR has maintained a list of NGO implementing partners. The 1989 version of this list provides a breakdown of 214 local and international NGOs implementing UNHCR projects in 76 countries and has been incorporated into the expanded 1990 NGO Directory for use as a reference document within the Office. An alphabetical listing of 1988 and 1989 NGO operational partners,including country location of headquarters and project implementation, has also been made available for both internal and external use. Profiles of NGOs other than implementing partners with whom potential exists for activities in advocacy, fund raising, preventive action, public information/education, development and grassroots networking were also being collected for a general data base on NGOs.

163 The selection of NGO personnel to participate in UNHCR training programmes was steadily increasing, and particular emphasis was given to NGO staff presence at Emergency Management Training and the newly initiated Gender Impact Awareness training course.

(d) Liberation Movements

164 During 1989/90, UNHCR continued to maintain its traditional links with the National Liberation Movements (NLMs) recognized by the Organization of African Unity (OAU). These were the African National Congress (ANC), Pan African Congress of Azania (PAC) and the South West African People's Organization (SWAPO). This relationship was based, as in the past, on the understanding of UNHCR's strict non-political and humanitarian role.

165 Whenever possible, NLMs served as UNHCR's implementing partner for assistance to refugees under their auspices. Such assistance covered care and maintenance for both urban and rural refugees, and multi-sectoral local settlement projects which placed an emphasis on agricultural self-sufficiency for rural refugees. Besides, assistance was provided in education and income-generating activities designed to equip young and able refugees with the education and skills which will be needed upon their eventual repatriation, and in the meantime help them to obtain paid employment or start small-scale businesses of their own.

166 A major development during 1989/90 was the implementation of Security Council Resolution 435 leading to the independence of Namibia in April 1990. As part of the activities foreseen under this resolution, UNHCR organized the voluntary repatriation of some 43,000 Namibian refugees and exiles, many of them affiliated to SWAPO. During this exercise, UNHCR's relations with SWAPO were organized in strict conformity with the stipulations regarding, and calling for impartiality, as provided for under the overall arrangements for the operation.

167 Following political developments which occurred in South Africa in 1989 and 1990, the possibilities for the voluntary repatriation of a significant number of South African refugees were being considered. In recognition of this prospect, and pending the clarification of the situation, UNHCR initiated discussions with the concerned parties, including the South African Government, ANC and PAC, to plan for this eventuality. Discussions were still on-going but these developments have in the meantime intensified the level of co-operation between UNHCR and the said NLMs.

(e) Public Information

168 There is a recognized link between public awareness of refugee issues and the ability of UNHCR to carry out its protection and assistance functions effectively. Recently, in view of the serious financial difficulties facing UNHCR and of negative trends in public opinion in many parts of the world, it became increasingly necessary for the Office to be able to project a strong image of itself and to communicate the needs of refugees to a broad public.

169 In this context, UNHCR continued to carry out a range of public information activities aimed at creating international awareness and understanding of the plight of refugees and the aims and activities of the Office itself. Activities undertaken have, nevertheless, been constrained by scarcity of resources, as UNHCR was still unable to devote more than one per cent of its total voluntary funds budget to public information activities. $ 3.5 million were spent on such activities in 1989, and an amount of $ 2.9 million has been foreseen for 1990.

170 Public information initiatives during the period under review included the production and dissemination of written and audio-visual materials, the maintaining and further development of relations with the media on all aspects of refugee issues, and the organization of exhibitions and special events which stimulate the interest of the media and the public. While public information activities have been conducted on an on-going basis, particular efforts were made to support major annual events, such as Africa Refugee Day, so as to enhance their effectiveness in raising public awareness.

171 During the reporting period, UNHCR continued production of Refugees magazine. This publication has been issued monthly in English, French and Spanish, bi-monthly in German and Japanese, quarterly in Italian and twice yearly in Greek. A special Arabic issue was also produced in 1989. Refugees magazine is distributed free of charge, having a distribution of some 190,000 copies in over 100 countries. It has a well-established reputation as an information vehicle and, in addition, brought in over $ 750,000 in contributions to UNHCR programmes in 1989. Other printed materials produced included an exhibition series of 25 posters, a calendar, fact-sheets and maps.

172 UNHCR's photolibrary which maintains extensive archives on refugee situations, edited some 30,000 in-coming photographs during the year and distributed a similar number for use by the media, NGOs and exhibitions. Material was made available, inter alia, for a major exhibition held in Paris to mark the bicentenial celebrations in 1989, and subsequently displayed for six months at the War Memorial in Caen.

173 A limited amount of film footage, including a documentary film on repatriation to Namibia and news footage on Mauritania/Senegal, Côte d'Ivoire/Guinea, and Central America, was produced by UNHCR for distribution to television networks and other outlets. In addition, several co-productions on refugee subjects were entered into with television networks. Subjects covered included refugee children in Ethiopia, victims of torture, Vietnamese boat people, Afghan refugees in Pakistan and refugee women.

174 In the field of public relations, the Office intensified its efforts to reach the general public and sensitize them to refugee issues through the organization or promotion of special events, through the use of high media profile personalities as Goodwill Ambassadors, and through the development of a mass media, public advertising campaign. The number of UNHCR's Goodwill Ambassadors rose to six, some being personalities of international and others of regional renown.

VII. ACTION TAKEN ON DECISIONS OF THE EXECUTIVE COMMITTEE

175 This section of the Overview provides, in summary form, information on the follow-up by UNHCR on all decisions/conclusions of the last session of the Executive Committee that called for specific action by the High Commissioner. The paragraphs and headings referred to correspond to those contained in the Report of the fortieth session of the Executive Committee, document A/AC.96/737. Decisions/conclusions requiring action by Member States or other entities, rather than the High Commissioner, are not reported on.

176 The report of the Temporary EXCOM Working Group which was adopted by the extraordinary session of the Committee in May 1990 (document A/AC.96/742) contains several recommendations that dovetail, in substance and in the action required to be taken by UNHCR, with several of the decisions/conclusions referred to in the preceding paragraph. For purposes of manageability, however, the present report will limit itself to only the decisions and conclusions of the fortieth session. As already indicated in paragraph 4, information on actions taken by UNHCR pursuant to the recommendations contained in document A/AC.96/742 will be provided in conference room papers and/or oral reports by the Office to the Committee.

GENERAL CONCLUSIONS ON INTERNATIONAL PROTECTION

Para 22 (b) Expressed deep concern about UNHCR's present financial situation and, in this context, called on UNHCR as well as States, governmental and non-governmental organizations and the international community at large to continue to give the necessary priority to protection activities and to work to ensure their efficiency and effectiveness.

UNHCR Action: As in previous years, protection activities continued to remain a priority of UNHCR. The Office's attention to the principal protection problems in the respective regions are summarized in Chapter II of this document and set out in more detail in the Note on International Protection document A/AC.96/750 and in the relevant country chapters of document A/AC.96/751.

Para 22 (n) Noted the accomplishments of the Office in the promotion and dissemination of refugee law, including particularly the organization of protection training courses for government and other concerned officials, and urged the High Commissioner to pursue his activities in this regard, making every effort to ensure that such protection training courses continue on a significant scale.

UNHCR Action: Notwithstanding the financial constraints, the training activities on international protection continued as recommended in this conclusion. In document EC/SCP/60 presented to this session, information is provided on the training activities carried out, the main subject matter, the participants, and the costs involved to UNHCR. In Africa, courses organized by UNHCR were conducted at national level in six countries; one in Europe; four in

Latin America and the Caribbean and eight in Europe. Several other courses were organized jointly with other agencies, or UNHCR played a leading role in courses organized by other agencies, in all parts of the world, particularly in Europe and the Americas. The document concludes with a projection of courses that UNHCR expects to hold during the rest of 1990.

Para 22 (o) Welcomed the recent accession of Hungary to the 1951 United Nations Convention and the 1967 Protocol relating to the Status of Refugees and encouraged the High Commissioner actively to promote further the universal applicability of these instruments.

UNHCR Action: Among the important developments in this area were the accession by the Government of Belize to both the 1951 Convention and the 1967 Protocol relating to the Status of Refugees, and the lifting by Brazil and Italy of their respective geographical limitations to the Convention. Another significant development was the modification by Mexico of its domestic law to incorporate the definition of "refugee" contained in the Declaration of Cartagena. All these developments have, or will have, valuable ramifications for the protection of, and durable solutions for, refugees as examined in detail in the relevant country chapters of document A/AC.96/751.

Para 22 (q) Decided that, in view of the importance of this task and in order to allow the Sub-Committee to consider all aspects of any issue in depth, the agenda for the Sub-Committee should preferably be limited to one or two subjects of practical benefit to refugees, that greater use could be made of informal working groups between annual meetings and that, whenever required, a particular issue should be considered at consecutive sessions of the Sub-Committee.

UNHCR Action: In accordance with this paragraph, the agenda for the Sub-Committee this year will be limited to two subjects. With respect to the suggested use of informal working groups between the annual meetings of the Sub-Committee for further discussion and development of certain issues, the open-ended Working Group on Durable Solutions is a case in point. Finally, concerning the final provision in this paragraph, it should be noted that in view of their importance, the subject of durable solutions and that of the implementation of the 1957 Convention/1967 Protocol are to be discussed in consecutive sessions of the Sub-Committee.

CONCLUSIONS ON DURABLE SOLUTIONS AND REFUGEE PROTECTION

Para 23 (c) Decided, given the importance, scope and complexity of the issues involved and the need for their further in-depth study, as a first step, to call on the High Commissioner, in consultation with the Chairman of the Executive

UNHCR Action: A review of the impact of the Guidelines is expected to be completed by the end of 1990. The exercise is being carried out through UNHCR field offices who in turn are holding consultations with other United Nations Agencies, NGOs, and other experts as appropriate. In the same spirit, an agreement has been reached with the International Save the Children Alliance to conduct a consultation on the situation of refugee children in Malawi during the second half of 1990 using the Guidelines as a basic assessment tool. Other co-operation and collaboration with United Nations bodies, NGOs and refugees themselves include:

- Refugee children have been included on the agenda of the World Summit for Children and its resulting statements/documentation through contacts between UNHCR and UNICEF. NGOs have also been briefed accordingly in order to assure maximum attention to refugee children's issues at the Summit.

- Similarly, consultations have been held between UNHCR and UNICEF to re-inforce collaboration in support of refugee children, returnees and displaced persons.

- Regular consultations have also been undertaken with NGOs in various fora, as well as at the EXCOM Working Group's Task Force IV, to identify further areas and forms of co-operation, and to review issues related to the protection and material needs of refugee children.

- Issues concerning refugee children have been presented at the Expert Group on Refugee and Displaced Women and Children, and will be followed up at the Commission on the Status of Women meetings in 1991.

- UNHCR participated in a mission to southern Africa with the Centre Against Apartheid, focusing on refugee children and women and resulting in recommendations to the General Assembly for action in various areas.

Para 26 (d) Requested the High Commissioner to ensure that the needs of refugee children are given particular attention through regularly assessing resources and requirements in each refugee situation; collecting and using in programme planning relevant demographic, socio-economic and cultural information; and monitoring and evaluating the impact of his programmes on refugee children.

UNHCR Action: The Guidelines on Refugee Children, together with checklists developed in 1989 (and being refined during 1990) to assess the needs of refugee children across all sectors of assistance, continued to be an integral part of all instructions and guidance provided on programme planning, implementation, monitoring and evaluation to UNHCR Field offices and their respective implementing partners. Greater attention was placed on improving the quality of data used in assessing needs, formulating and

reviewing programmes, and reporting, by requiring, for example, more detailed disaggregation of assisted refugee groups by age and sex. This information helped in better assessing the impact of assistance on refugee children.

Para 26 (e)

Noted with serious concern the increasing incidence of nutritional deficiency diseases and malnutrition amongst refugee children dependent upon food aid and called upon UNHCR to initiate as a matter of urgency formal discussions with relevant United Nations bodies, donors and other humanitarian organizations to develop collaborative strategies for alleviating the nutritional problems of refugee children and to seek the incorporation into their programmes of appropriate provisions for such needs.

UNHCR Action:

UNHCR participated in national legislative hearings as well as in inter-agency meetings, together with NGOs and donors, to draw attention to and promote a more adequate response to the nutritional problems of refugee children. As a result, guidelines for calculating food ration requirements were agreed between UNHCR and WFP. These guidelines will be disseminated to all United Nations agencies, NGOs, and other bodies involved in the planning of refugee food assistance. An up-dated Memorandum of Understanding between WFP and UNHCR was also in advanced stages of preparation and will define and streamline current collaborative strategies between both organizations with improvements expected in the food aid provided to refugee children. Through these consultations, NGOs have now also been included in the regular joint WFP/UNHCR process of food needs assessment to assure a more co-ordinated and timely response to identified needs.

Para 26 (f)

Recognized the link between education and durable solutions and encouraged UNHCR to strengthen its efforts in assisting host country governments to ensure the access of refugee children to education, inter alia through the involvement of new organizations and governmental and non-governmental donors, and where necessary through the incorporation of appropriate arrangements in its programmes of assistance.

UNHCR Action:

A review of UNHCR's current extent of educational assistance, both in terms of types of programmes and their appropriateness for attaining durable solutions as well as their implementing arrangements, has been initiated within the organization. Concurrently, a series of consultations have begun with NGOs to identify means for improving current forms of co-operation in the field of refugee education, particularly to improve access by refugee children to education.

Para 26 (g) Requested the High Commissioner to continue to give special attention to the needs of unaccompanied minors and inform the Executive Committee at its next session of the details of existing programmes and any difficulties encountered in their implementation.

UNHCR Action: In order to provide for the special needs of unaccompanied minors, the Office has proposed the establishment of special procedures for the determination of the status of unaccompanied minor asylum-seekers in the context of the CPA in South-East Asia, and expects that such procedures would later be established also in Europe and North America.

Para 26 (h) Called upon UNHCR to promote the best possible legal protection of unaccompanied minors, particularly with regard to forced recruitment into armed forces and to the risks associated with irregular adoption.

UNHCR Action: Steps of a general nature have been taken to prevent the forcible recruitment of unaccompanied minors into armed forces, most particularly the implementation of the provisions of the Guidelines on this point, and also pressing for the enforcement, where they exist or are applicable, of both national and international legal prescriptions on the minimum age of recruitment. With regard to adoption, the Office was in the course of preparing guidelines to be used, wherever applicable in adoption cases, which would ensure, in particular, that the best interests of the minors were safeguarded.

Para 26 (i) Urged UNHCR to intensify efforts to increase public awareness of the situation and needs of refugee children and of the impact of armed conflict and persecution on them.

UNHCR Action: UNHCR has intensified its efforts to increase public awareness of the situation and needs of refugee children through greater distribution of films and other visual materials on the subject, including up-dating the content and focus of such materials for wider distribution. It was also co-producing, together with UNICEF and a Canadian television network, a film on the situation of refugee children in Zimbabwe. Numerous articles focusing on various aspects of refugee children have also been published and related public information campaigns have been pursued, such as mounting exhibition panels at the UNESCO Conference on Education for All in Bangkok which took place this year.

Para 26 (j) Encouraged UNHCR to develop training materials to improve the capacity and effectiveness of field personnel in identifying and addressing the protection and assistance needs of refugee children.

UNHCR Action: **Emergency Management Courses and other UNHCR training programmes now systematically include components on the particular needs of refugee children. A gender impact awareness course specifically addressing refugee women's issues (and their subsequent impact on the entire refugee community - most importantly children) has also been introduced. UNHCR staff as well as the personnel of governmental and NGO implementing partners have access to such training with a resulting increase in awareness and sensitivity to refugee children's issues. Respective UNHCR training modules on sectoral assistance issues also make specific reference to the needs of refugee children, and a specific training module is being developed that comprehensively addresses the protection and material assistance aspects involved in meeting the needs of refugee children.**

Para 26 (k) Recalled its request in its Thirty-seventh Session in 1986 [No.41 (XXXVII)] for the High Commissioner to report regularly to the Executive Committee on the needs of refugee children, and on existing and proposed programmes for their benefit.

UNHCR Action: **Instead of preparing a separate report on refugee children, the documents presented to this session of the Executive Committee, particularly document A/AC.96/751 Parts I-V, have been restructured so that, in the country review of activities, the needs of refugee children, and the actions taken on their behalf, are shown.**

CONCLUSIONS ON REFUGEE WOMEN

Para 27 (d) Noted UNHCR's intention to include the subject of refugee women on the agenda of the Sub-Committee of the Whole on International Protection of the Forty-first Session of the Executive Committee, and on the Sub-Committee on Administrative and Financial matters under the item "Major Trends".

UNHCR Action: **Please refer to document EC/SCP/59 which deals with the protection of refugee women and A/AC.96/754 which considers various policy and operational objectives concerning the integration of refugee women issues into UNHCR programmes.**

Para 27 (e) Requested the High Commissioner to provide at the Forty-first Session of the Executive Committee, a policy framework and organizational workplan for the next stages in mainstreaming of refugee women's issues within the organization with particular attention to the need for female field workers to facilitate participation of refugee women. In addition, requested the High Commissioner to provide a detailed progress report on the implementation of his Office's policies and programmes for refugee women, on both protection and assistance activities. Requested particularly that the High Commissioner prepare a revised and expanded version of the internal guidelines relating to the international protection of refugee women.

UNHCR Action: The policy framework is considered in document A/AC.96/754 referred to in the preceding report. Although some significant theoretical and practical steps (including institutional reform and training) towards preparing a work plan have already been taken for mainstreaming refugee women issues, it has not been possible to proceed towards completion of the plan for various reasons, not least the necessity for approval of the policy and other considerations dealt with in document A/AC.96/754. The issue of female field workers was being considered by the relevant organizational units in UNHCR, together with the other human resources issues pertinent to female employees in the organization. The documentation presented to this session of the Executive Committee, particularly document A/AC.96/751, have been restructured so as to reflect the Office's actions towards the protection and assistance of refugee women. Protection issues are dealt with in further detail in EC/SCP/59 referred to already. It is intended to use the results of the Executive Committee's deliberations based on this document to prepare a revised and expanded version of the internal guidelines on the international protection of refugees.

Para 27 (h) Urged the High Commissioner to develop a methodology for systematically addressing gender issues in refugee programmes and, as a basis for this, requested the High Commissioner to collect and analyse demographic, anthropological and socio-economic information on refugee populations, in particular, data on gender roles and responsibilities and to ensure that such information is used in planning UNHCR programmes.

UNHCR Action: As the Executive Committee has been informed previously, checklists have been developed in all the relevant programme sectors to ensure adequate participation of refugee women. The provisions of the UNHCR Manual dealing with programme matters are under revision, with participation of the Office's experts on refugee women issues, to reflect the integration methodology just referred to. Moreover, senior staff have been exposed to gender impact and analysis courses including one held in February 1990 and attended by 20 senior staff. The key demographic, anthropological and socio-economic data referred in the conclusion under discussion has already been developed. Selected Branch Offices are involved in an exercise to elicit more precisely the problems of collecting such data, and ways and means of overcoming those problems.

Para 27 (i) Encouraged the High Commissioner in his development of training materials and courses to increase awareness of the specific needs and potential of refugee women and his initiative to involve non-governmental organisations in this training; called upon him to expand this area in the future with a view to improved programme and project planning and in particular to further develop components to address the special protection concerns of refugee women.

TABLE III
UNHCR GENERAL PROGRAMMES
Analysis by Regional Bureau/area and types of activities
(in thousands of United States dollars)

REGIONAL BUREAU/AREA	TYPES OF ASSISTANCE																	
	Emergency assistance			Care and maintenance			Voluntary repatriation			Local settlement			Promotion of resettlement			TOTAL		
	1989 (actual)	1990 (est.)	1991 (est.)	1989 (actual)	1990 (est.)	1991 (est.)	1989 (actual)	1990 (est.)	1991 (est.)	1989 (actual)	1990 (est.)	1991 (est.)	1989 (actual)	1990 (est.)	1991 (est.)	1989 (actual)	1990 (est.)	1991 (est.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)
AFRICA	7,928.5	5,016.2	-	51,553.9	64,535.2	95,161.6	2,922.7	2,503.5	1,198.3	102,161.5	59,217.4	26,382.8	1,244.8	940.2	800.0	165,811.4	132,212.5	123,542.7
ASIA AND OCEANIA	620.0	-	-	45,612.1	30,279.7	26,278.9	331.1	19.0	19.0	4,823.0	6,930.0	5,323.6	11,375.5	11,002.4	10,387.6	62,761.7	48,231.1	42,009.1
EUROPE AND NORTH AMERICA	225.6	-	-	8,968.5	7,144.6	5,689.4	684.1	108.0	95.0	3,623.8	5,022.6	5,190.3	1,132.7	787.8	681.0	14,634.7	13,063.0	11,655.7
LATIN AMERICA AND THE CARIBBEAN	-	600.0	-	11,798.8	6,693.6	5,522.1	1,675.2	2,033.4	930.6	16,348.7	12,888.5	10,293.9	411.9	212.0	13.3	30,234.6	22,427.5	16,759.9
SOUTH WEST ASIA, NORTH AFRICA AND THE MIDDLE EAST	1,201.5	-	-	38,931.7	34,488.0	35,954.9	11.4	-	-	15,696.4	14,070.4	13,987.1	738.3	656.1	484.4	56,579.3	49,214.5	50,426.4
GLOBAL AND REGIONAL PROJECTS	255.6	309.5	314.6	1,234.5	7,707.5	5,447.9	33.2	460.0	300.0	520.9	820.1	1,179.0	1,276.7	762.0	739.7	3,320.9	10,059.1	7,981.2
TOTAL	10,231.2	5,925.7	314.6	158,099.5	150,848.6	174,054.8	5,657.7	5,123.9	2,542.9	143,174.3	98,949.0	62,356.7	16,179.9	14,360.5	13,106.0	333,342.6	275,207.7 a	252,375.0 b

a/Excludes the unallocated balance of the Emergency Fund and the Programme Reserve as at 31/5/1990
b/Excluding the Emergency Fund and Programme Reserve

UNHCR Action: A course on gender impact analysis of refugee protection and assistance projects has been developed. The course enables project planners and implementors to perform a thorough analysis of the situation of refugee women in any refugee situation, based on an examination of the gender-based division of labour. The design of all project components can thus better facilitate the full integration of refugee women into protection and assistance activities. The course has been tested at Headquarters and will be introduced to the field and, eventually, to all the Office's training and orientation courses. Complementary videos on the participation of refugee women in planning and implementing projects were being developed. Two videos focussing, respectively, on protection and assistance matters are planned to be completed by the final quarter of 1990.

Para 27 (j) Encouraged the High Commissioner to make additional efforts to raise public awareness of the specific situation of refugee women and recommended the fortieth anniversary as an opportunity to emphasize refugee women as active participants of UNHCR's progammes.

UNHCR Action: UNHCR's Public Information Service co-produced a film on refugee women entitled "Femmes en Péril" and carried out other activities described in greater detail in part (e) of Chapter VI of this document. These activities, which included films, exhibitions and displays at international conferences, a journalists' seminar in the southern Africa region, publication of the Refugees magazine and preparations for commemorating the fortieth anniversary of the Office, all had important components on refugee women or refugee women issues.

Para 27 (k) Encouraged the High Commissioner to share his experience in this sector with other United Nations agencies and strongly supported him in taking a lead role in presenting the situation of refugee women at the Thirty-fourth Session of the Commission on the Status of Women in 1990.

UNHCR Action: The International Labour Office (ILO) participated in UNHCR's gender training courses. UNHCR participated actively in the proceedings of the Commission on the Status of Women held in March 1990, and played an important advisory role in the Expert Group on Refugee and Displaced Women organized in July 1990 by the Division for the Advancement of Women. In addition, UNHCR specialists on refugee women issues participated in various international fora or activities focussing on refugee women's issues, for example a mission under the auspices of the Commission Against Apartheid undertaken to raise awareness on the situation of South African refugee women and children.

Para 27 (1) Stressed the need for ongoing attention to the systematic collection and dissemination of documentation with regard to refugee women, both within UNHCR and in co-operation with other organizations.

UNHCR Action: These actions were taken. For example, documentation on refugee women was shared with the Commission on the Status of Women for purposes of the latter's background paper for the Expert Group referred to in the preceding report. Other documentation was being disseminated in connection with the meeting on the Status of Women in March 1991 and in various consultations with NGOs as detailed in chapter VI part (e) of this document.

THE INTERNATIONAL CONFERENCE ON INDO-CHINESE REFUGEES

Para 29 (c) Takes note of the progress achieved since the holding of the International Conference under the follow-up mechanism established in the form of a Steering Committee and requests the latter to continue its multilateral co-ordinating and assessment role, and in this respect, underlines the need for the balanced implementation of all the mutually reinforcing elements of the Comprehensive Plan of Action.

UNHCR Action See report on action taken relative to paragraph 22(b) above. For a broader overview on progress under the CPA, see the relevant chapters of document A/AC.96/751(Part II) which show that several formal and informal meetings of the Conference's Steering Committee were held, in particular to reach a consensus on the issue of the return, other than voluntary, of Vietnamese asylum-seekers determined not to be refugees. Those chapters also point to the areas where achievements were made, for example eligibility determination and resettlement as well as the problems in these and other areas still to be solved, including the problem of rescue-at-sea cases and the policy of redirections over which the High Commissioner expressed serious concern during the period under review. Moreover, in part (d) (iii) of Chapter III of the present Overview document, statistics are provided on progress achieved with respect to resettlement under the CPA and a summary of some of these problems.

CONCLUSIONS AND DECISIONS ON ASSISTANCE ACTIVITIES

Para 30 (a) Approved the "new and revised" allocations under the 1989 General Programmes, for both operations and programme support and administration, as contained in the country and area chapters of document A/AC.96/724, Parts I to V, and amended with Document A/AC.96/729/Add.1 as summarized in Table II column 7, amounting to a revised financial target of $ 389.4 million (including the $ 10 million Emergency Fund) for 1989;

(b) Subject to the provisions of paragraphs (c) to (l) below, noted the country and area programmes and the overall allocations for 1990 General Programmes, as summarized in column 10 of Table II (totalling $ 414,357,000);

(c) Authorizes the High Commissioner to effect such adjustments in projects, country or area programmes and overall allocations as may be required by changes affecting the refugee programmes for which they were planned, using the reserve where necessary, within the authorized level of obligations, and to report such adjustments to the Executive Committee at its next session;

(f) Exceptionally, and in recognition of the responsibilities of both asylum and donor countries, authorizes the High Commissioner to carry-over up to a maximum of $ 40.0 million in unliquidated obligations from 1989 to 1990 on the understanding that, if no new funds are forthcoming, the carry-over will be fully absorbed during 1990 so that total expenditure under General Programmes by 31 December 1990 will not be in excess of usable income;

(g) Emphasising the basic provision of UNHCR's financial rules that at no time obligations shall exceed usable income, further requests the High Commissioner to ensure that obligations entered into by UNHCR within the framework of the 1990 General Programmes budgets during the first six months of 1990, including 50 per cent of the unliquidated obligations carried over from 1989, shall not exceed a total of $ 190 million;

(h) Decides to hold an extraordinary session of the Executive Committee in late May/early June 1990;

(i) Decides to establish immediately a temporary Working Group composed of Representatives of the Executive Committee member States and UNHCR to review thoroughly the content of UNHCR's General Programmes and other assistance activities with a view to examining the issues relevant to the effective use of funds and administration of programmes and projects. In this connection, particular attention will be given by the Working Group to administrative and budgetary reforms and the division of responsibilities between UNHCR and other institutions and agencies. The Working Group will report to informal meetings of the Executive Committee in January and April and again to the extraordinary session of the Executive Committee;

(j) Decides that the extraordinary meeting of the Executive Committee shall address the issues considered by the Working Group including appropriate measures in the field of programme design and administration. It will authorize the level of UNHCR obligations for the second half of

1990, so as not to exceed the realistic level of contributions likely to become available that year;

(k) Requests the Executive Committee Member States to assist UNHCR in securing additional income from traditional governmental sources, other governments and the private sector. Unless specified by the donor, contributions received from new sources will be applied to the General Programmes. UNHCR will continue to keep the Executive Committee informed on the financial situation through periodic reports;

(l) Requests the High Commissioner to maintain and reinforce his efforts to contain budgetary requirements in the light of the existing severe financial constraints; continue ongoing programme reviews and apply strict economies to staffing levels and programme support and administrative expenses especially with regard to travel, communications costs, consultancies and seminars.

UNHCR Action: In general, the follow-up in connection with these conclusions and decisions on assistance activities is best summed up in terms of the work of the Temporary EXCOM Group referred to in sub-paragraph A(i) and which met on an on-going basis from 2 November 1989 until 24 May 1990 when it adopted its report by consensus and forwarded it for consideration by the extraordinary session of the Executive Committee referred to in that same paragraph which met from 28 to 30 May 1990. The report, which was approved by the Committee, also by consensus, contains wide-ranging recommendations in the following major areas (i) programme; (ii) budgetary and funding matters; (iii) administrative matters; and (iv) matters relating to co-operation between HCR and other agencies. Meanwhile, UNHCR had, through further in-depth programme reviews, achieved a downward revision of the 1990 initial General Programmes budget of $ 414.4 million, only "noted" during the fortieth session, to a target of $ 340.9 million for 1990. The extraordinary session referred to earlier approved this target. Obligations entered into in the first half of 1990 amounted to $ 169.8 million, including $ 6.4 million from the Emergency Fund.

Para 31 B (f) Called upon the High Commissioner, in accordance with the relevant Resolutions of the General Assembly and in conformity with the usual practice of the High Commissioner, to continue assistance to refugees under the care of National Liberation Movements recognized by the Organization of African Unity (OAU) and the United Nations.

UNHCR Action: UNHCR assistance to the refugees referred to in this paragraph continued to be extended through the African National Congress (ANC), the Pan Africanist Congress of Azania (PAC) and the South West African People's Organization (SWAPO), in their capacity as implementing

partners for projects benefiting refugees under their respective care. Because of the massive repatriation of Namibian refugees, mainly from Angola and Zambia and for which some $34.8 million in expenditures was incurred in 1989-90, the level of financial assistance for projects implemented by National Liberation Movements in 1989 was only $1.2 million, with the revised projections for 1990 amounting to $0.7 million. The resolutions of the General Assembly referred to in the paragraph under discussion include Resolution 44/157 (Assistance to student refugees in southern Africa) and 44/85 (Independence to Colonial Countries and Peoples). Actions taken in relation to these General Assembly Resolutions have been reported on separately to the Secretary-General of United Nations, as part of the Office's normal reporting on General Assembly resolutions.

CONCLUSIONS AND DECISIONS ON REFUGEE AID AND DEVELOPMENT

Para 32 (a) Requested the High Commissioner to continue his catalytic role in the area of Refugee Aid and Development, especially by reinforcing his efforts in advocating with host governments, the Development Assistance Committee of the Organisation for Economic Co-operation and Development (OECD), the World Bank and Regional Development Banks, and multilateral and bilateral development agencies, that they adopt policies and concrete measures that take into account, where appropriate, a refugee/returnee presence, when the development programmes of the affected countries are being considered;

(c) Urged UNHCR to prioritise, and identify with development agencies and host governments, appropriate projects and initiatives that might be presented to development agencies for implementation and funding in refugee/returnee areas of developing countries;

(d) Renewed its authorization for the High Commissioner to seek special contributions which would enable the timely funding of identification, preparation and formulation of possible refugee-related development projects by host governments and development agencies and non-governmental organizations, with appropriate UNHCR involvement, and which would be subsequently implemented with funds administered by development agencies in refugee/returnee areas of developing countries; and noted the mechanisms and criteria proposed in the Conference Room Paper on Refugee Aid and Development for the receipt and use of these contributions;

(f) Asked the temporary Working Group, to be set up in accordance with the Conclusions and Decisions on Assistance Activities, and composed of Representatives of the Executive Committee Member States and UNHCR, to review the conditions and modalitites under which future Refugee Aid and Development Project Appeals will be made.

UNHCR Action: On the initiative of UNHCR, the subject of Refugee Aid and Development was considered by the Consultative Committee on Substantive Questions (Operational Activities), CCSQ (OPS), at its Meeting in Geneva from 2 to 5 April 1990. CCSQ (OPS) is one of the subsidiary bodies of the Administrative Committee on Co-ordination (ACC). In a further initiative, the High Commissioner wrote to the Heads of FAO, IFAD, ILO, UNDP, UNICEF, UNCHS (HABITAT), UNFPA, UNEP, the World Bank, WFP and WHO, inviting their views, in the light of General Assembly Resolution 44/137, on how to enhance co-operation between their agencies and UNHCR, and ensure a more concerted United Nations system approach in addressing the needs of refugees, while taking account of the specific mandate and field of competence of each organization. In particular, the High Commissioner referred to the two Executive Committee decisions on Refugee Aid and Development, and on the Sharing of Responsibilities for Operational Activities relating to Refugees. A similar letter was also sent to the Secretary-General of the OECD, asking for his assistance in drawing the attention of the Development Assistance Committee to the linkage between refugee aid and development. Pursuant to the consultations set in motion by the High Commissioner's letter, several meetings between Heads of Agencies (UNDP, WFP, UNICEF, IFAD, UNCHS (HABITAT), UNFPA), and complementary meetings between senior officials of these agencies and UNHCR have taken place. For details of specific refugee aid and development projects, please see paragraphs 46 to 51 of the present Overview.

SHARING OF RESPONSIBILITIES FOR OPERATIONAL ACTIVITIES RELATING TO REFUGEES

Para 33 (a) Calls on the High Commissioner to establish in his operational programmes, a distinction on the one hand between tasks that relate directly and essentially to his mandate, namely international protection, assistance and the search for durable solutions and, on the other hand, the tasks that could be undertaken in whole or in part by other agencies of the United Nations system and other international organizations, in particular development initiatives;

(b) Calls on the High Commissioner to take all the necessary steps to establish, in relation to activities that do not derive directly from his mandate, especially those dealing with development, a close working relationship between UNHCR and the relevant agencies of the United Nations system and other international organizations, both inter-governmental and non-governmental, that will assure an agreed division of responsibilities and arrangements for the financing of these activities, and which at the same time would safeguard the ability of the High Commissioner to exercise fully his mission of protection;

(c) Requests in this regard, the High Commissioner to enter into consultations as soon as possible with UNDP and other relevant agencies of the United Nations system and other international organizations, both inter-govenmental and non-governmental, so as to examine the conditions and modalities of an appropriate implementing mechanism, for development projects relating to refugees, returnees and the areas that receive them, and to make a report of the results of his endeavours at all 1990 sessions of the Executive Committee.

UNHCR Action: Action taken in relation to this issue which was dealt with extensively by the Temporary Working Group of the Executive Committee, will be reported on in a separate conference room paper.

DECISIONS ON ADMINISTRATIVE AND FINANCIAL MATTERS

Job Classification

Para 34 (2) (c) Strongly urged the High Commissioner to reduce in 1990 the average grade level at headquarters and to increase the average grade level in the field *inter alia*, through the reallocation of senior management posts from headquarters to the field, especially where major programmes are executed, and called for progress reports at all 1990 Executive Committee sessions.

UNHCR Action: As a result of the introduction of the new Headquarters structure and concurrent post discontinuations and downgradings at Headquarters, the average grade will be lower by the end of 1990 as compared to 1989. In 1990 four D.1/L.6 and seven P.5/L.5 posts are scheduled to be, or have been discontinued and three D.1 posts are to be downgraded . Further measures to achieve the objectives set by the Executive Committee may be possible when the organisational structure of the Office as a whole stabilizes. The Executive Committee concluded that one of the means of redressing the higher average grade level in Headquarters as compared to that in the Field, would be through the relocation of senior management posts from Headquarters to the Field. The functional areas in which such a move could be envisaged were the Regional Bureaux. However, the *Ad Hoc* Review Group on the Role and Structure of UNHCR concluded that such a move should not be pursued for the foreseeable future.

Para 34 (2) (e) Decided that the costs of the reclassifications should be absorbed within existing support cost limits approved for 1989, and in 1990, be offset by an equivalent reduction in support costs.

UNHCR Action: **UNHCR has complied with these instructions and has absorbed the costs of the reclassification exercise within the limits of approved support costs for 1989 and 1990.**

Para 34 (2) (f) Approved on the basis of the above, for retroactive implementation on 1 January 1989, the reclassifications arising from recourses from the 1988 classification review, and approved for implementation on 1 January 1990, all other reclassification proposals contained in document EC/SC.2/41.

UNHCR Action: **Please refer to paragraph 122 of this document**

Headquarters Organization Structure

Para 34 (3) (c) Requested the High Commissioner to ensure that the restructuring would not imply staff increases and that consequential changes of responsibilities will not result in an increase in the number of D-2 or higher posts at headquarters, nor impede efforts to decrease the average grade level at headquarters through reallocation of senior management posts from headquarters to the field.

UNHCR Action: **As is evident from the report in the paragraph which follows below, the restructuring exercise has not led to staff increases. The High Commissioner, moreover, is committed to strenghtening Field representation by appropriate senior appointments. At the time of preparing this Overview, decisions on the deployment of staff had not been announced. See also report on paragraph 34(2)(c) above on the Conclusions of the *Ad Hoc* Review Group on the Role and Structure of UNHCR vis-à-vis Regional Bureaux.**

Staffing Level

Para 34 (4) (a) Noted with regret that in spite of the assurances given by the High Commissioner during the Thirty-eighth Session, the overall staffing level, exclusive of 293 posts that the Executive Committee authorised for guards and cleaners as of January 1988, would not return by the first quarter of 1990 to that of 1 January 1986. It therefore urged UNHCR to return to that level by 1 January 1991 at the latest, while retaining the flexibility of the Office to respond to unanticipated refugee and returnee situations.

UNHCR Action: **The target set by the 38th Session of the Executive Committee will be more than met through the scheduled discontinuation of 491 posts in 1990. This figure comprises those posts identified in the on-going post reduction exercise, those which had been created for a predetermined period and the need for the post no longer exists, and post cuts imposed by severe budgetary constraints. Despite the recent creation of posts to staff emergency operations in Africa - the Côte d'Ivoire, Guinea, and Senegal, - the target to return to the January**

1986 staffing level of 1,781 regular posts, and the January 1988 level of 293 posts for Guards and Cleaners, for a total of 2074, will be more than attained at the end of 1990. As at 1 July 1990, the anticipated staffing figures by 1 January 1991 will be 1,669 and 217 respectively, giving a total of 1886. However, refugee developments, such as the creation since 1 July of seven posts for Sierra Leone, Malawi, and Guinea, and also the staffing needs for new programmes such as CIAV, may require an increase in this total before the year's end.

Para 34 (4) (b) Approved the creation of 29 non-contingency posts, as listed in EC/SC.2/1989/CRP.3, Attachment IV.

Para 34 (4) (c) Noting that the ACABQ recommended the resubmission of the proposal on the core/temporary matrix, requested the High Commissioner to extend the exercise to General Service staff, and to present a complete proposal at the forty-first session.

UNHCR Action: Organizational changes and the post reduction exercise have, and will continue throughout 1990, to affect the nature and content of many posts at Headquarters and in the Field. Continuing with the core/temporary post categorization exercise was thus considered not to be opportune until the new structure was fully in place and the 1991 post retrenchment staffing profile was known. Furthermore, the requested review of the apportionment of UNHCR administrative costs, and thus posts, between the UN Regular Budget and UNHCR Voluntary Funds, may result in a redefinition of criteria affecting the categorization of posts.

Fund for Staff Housing and Basic Amenities

Para 34 (5) (a) Approved the transfer in 1990 of up to $800,000 from the General Programme Reserve to the Fund for Staff Housing and Basic Amenities, as and when needed, thus bringing the ceiling of the Fund from $5,100,000 to $5,900,000.

UNHCR Action Please refer to paragraphs 127 and 128 of this document.

Support Costs

Para 34 (6) (a) Expressed concern over the projected increase in support costs for 1990 and welcomed assurances that austerity measures taken in 1989 will be continued and intensified in 1990.

UNHCR Action: The initial 1990 estimates for support costs under General Programmes PSA and PPE were projected at $98 million. As a result of efforts to adjust staffing levels because of very severe funding constraints, and to intensify austerity measures aimed at all types of administrative expenditures at Headquarters and in the Field, the revised estimates for 1990 have now been reduced to $94.3 million. Among the austerity measures that have been continued in 1990 are restrictions in mission travel, consultancies, and telecommunications, and by the closure or phasing-down of offices in the field.

Para 34 (6) (b) Requested the inclusion in next year's Overview of a paragraph showing changes in overall support costs including project personnel expenditure.

UNHCR Action: The presentation of support costs in this year's Overview, including the analysis of variations between the 1990 initial and 1990 revised estimates, and 1991 initial projections, has been revised to include project personnel expenditures.

Para 34 (6) (d) Requested that further information be provided at its Forty-first Session on how FMIS implementation is improving productivity.

UNHCR Action: FMIS implementation is reported on in Part III (e)(ii) of this Overview document.

Para 34 (6) (e) Requested the High Commissioner to re-open negotiations with the Secretary-General on an increase of the Regular Budget participation in the administrative costs of UNHCR in the preparation of the Programme Budget for the biennium 1992-1993 and invited members and observers of the Executive Committee to support these efforts appropriately.

UNHCR Action: Negotiations have commenced with the UN Secretariat for an increase in UNHCR's level of allocations in the UN Regular Budget as from 1992-93. UNHCR has submitted a separate proposal for inclusion in the Secretary-General's outline of the 1992-1993 Regular Budget now under preparation. Further reporting on this issue will be provided in the Conference Room Paper on follow-up action to the Executive Committee Temporary Working Group Report.

Audit

Para 34 (8) (b) Expressed concern that certain shortcomings identified in the 1988 Board of Auditors' report had recurred and called for corrective action to be taken to prevent their further repetition.

UNHCR Action: In the Report of the Board of Auditors on the Accounts of the Voluntary Funds Administered by the United Nations High Commissioner for Refugees for the Year ended 31 December 1989 document A/AC.96/755, the auditors observed that "measures taken by the Administration to redress recurrent deficiencies brought to its notice by the Board have been largely effective" (para 122). It does indicate, however, areas for improvement of internal controls in certain operational areas, especially in the administration of project funds by implementing agencies (paras 62-68). The Office will take the necessary actions wherever appropriate.

Fund Raising

Para 34 (9) (c) Endorsed the recommendation of the Board of Auditors to intensify UNHCR's efforts to extend fund-raising activities to non-traditional sources including the private sector in order to broaden its income base, endorsed UNHCR's proposed approach of using professional agencies to that effect, and requested governments to make contributions, on the basis of a plan of action devised by UNHCR, to lay the foundation for the initial investment required to generate funds from the private sector.

UNHCR Action **The question of fund-raising in the private sector is dealt with in a conference room paper being presented to the Committee.**

Staff/Management Relations

Para 34 (10) (b) Underlined that staff morale is an important factor contributing to the operational efficiency of UNHCR and therefore expressed the hope that other staff concerns presently under discussion would result in further improvements in staff/management relations.

(c) Considered that further efforts need to be made to improve staff morale and, in this connection, regretted that the restructuring of UNHCR Headquarters had not been the subject of previous staff/management consultations;

(d) Requested the High Commissioner to examine, in consultation with staff, the Staff Council's proposal for a Joint Advisory Committee;

UNHCR Action: **The actions referred to in these Conclusions were taken. The Joint Advisory Committee, in particular, was established and was already functioning as of the time of preparing this document. Please refer to paragraph 124.**

(e) Requested the High Commissioner and the Chairman of the Staff Council to keep the next informal meeting of the Executive Committee informed on the progress made on the substantive topics of discussion.

UNHCR Action **Both the High Commissioner and the Chairman of the Staff Council kept the Executive Committee informed, during various formal and informal meetings of the Committee since October 1989, on the progress referred to in this paragraph.**

TABLE I

TOTAL UNHCR PROGRAMMES IN 1989, 1990 AND 1991

(by programme and source of funds - in thousands of US dollars)

PROGRAMME	1989 Expenditure				1990 Estimates				1991 Projections			
	Regular Budget	Voluntary Funds General Programmes (a)	Voluntary Funds Special programmes	Total	Regular Budget	Voluntary Funds General Programmes (a)	Voluntary Funds Special programmes	Total	Regular Budget	Voluntary Funds General Programmes (a)	Voluntary Funds Special programmes	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
I. Sessions of the Executive Committee	0.6			0.6				-				-
II. Executive direction and Management	1,954.5	1,386.5	16.3	3,357.3	2,738.1	780.9		3,519.0	2,845.0	749.9		3,594.9
III. International Protection of and assistance to refugees (b)												
(i) Division of Refugee Law & Doctrine	1,515.5	501.2	92.3	2,109.0	2,223.6	989.2		3,212.8	2,313.6	1,001.4		3,315.0
(ii) Material Support Services		3,977.2	365.7	4,342.9		4,464.4	207.0	4,671.4		4,053.7	152.5	4,206.2
(iii) Regional coordination at Headquarters	1,523.0	6,416.5	88.8	8,028.3		8,074.5	61.8	8,136.3		7,716.9	59.6	7,776.5
(iv) Regular field operations	8,836.3	359,285.4	181,593.5	549,715.2	0.0	318,845.8	295,809.4	614,655.2	0.0	309,156.7	195,734.1	504,890.8
Sub-total (III)	11,874.8	370,180.3	182,140.3	564,195.4	2,223.6	332,373.9	296,078.2	630,675.7	2,313.6	321,928.7	195,946.2	520,188.5
IV. Fund Raising Services		1,004.8	399.0	1,403.8	341.5	840.6	1.7	1,183.8	358.4	851.6	1.7	1,211.7
V. General Support Services	3,238.4	13,280.8	1,187.7	17,706.9	11,364.6	6,860.5	171.3	18,396.4	11,779.3	6,681.2	141.6	18,602.1
TOTAL	17,068.3	385,852.4	183,743.3	586,664.0	16,667.8	340,855.9	296,251.2	653,774.9	17,296.3	330,211.4	196,089.5	543,597.2

36,677.0 (c)

33,964.1 (c)

a/Annual Programme and Emergency Fund
b/And special humanitarian operations
c/Total projected expenditure under Section 21 of the United Nations Programme Budget for the biennia 1988-1989 and 1990-1991 respectively

TABLE II

UNHCR EXPENDITURE IN 1989, 1990 AND 1991 - ALL SOURCES OF FUNDS (in thousands of US dollars)

Regional Bureau/ Overall allocations	1989 Expenditure			1990 Estimates			1991 Projections		
	Operations	Prog. Supp. & Admin. a/	Total	Operations	Prog. Supp. & Admin. a/	Total	Operations	Prog. Supp. & Admin. a/	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
AFRICA									
General Programmes	165,811.4	10,850.9	176,662.3	132,212.5	13,608.4	145,820.9	123,542.7	12,583.8	136,126.5
Special Programmes	75,586.1	2,428.6	78,014.7	93,457.5	1,997.7	95,455.2	40,690.5	1,997.7	42,688.2
Regular Budget		3,108.4	3,108.4			0.0			0.0
Sub-total	241,397.5	16,387.9	257,785.4	225,670.0	15,606.1	241,276.1	164,233.2	14,581.5	178,814.7
ASIA AND OCEANIA									
General Programmes	62,761.7	4,708.7	67,470.4	48,231.1	6,394.8	54,625.9	42,009.1	6,031.9	48,041.0
Special Programmes	40,249.7	1,128.9	41,378.6	78,434.6	1,217.7	79,652.3	78,699.6	1,067.8	79,767.4
Regular Budget		1,087.8	1,087.8			0.0			0.0
Sub-total	103,011.4	6,925.4	109,936.8	126,665.7	7,612.5	134,278.2	120,708.7	7,099.7	127,808.4
EUROPE AND NORTH AMERICA									
General Programmes	14,634.7	4,193.2	18,827.9	13,063.0	8,638.7	21,701.7	11,655.7	8,460.0	20,115.7
Special Programmes	4,655.9	614.5	5,270.3	15,794.4	320.0	16,114.4	181.5	263.0	444.5
Regular Budget		3,515.6	3,515.6			0.0			0.0
Sub-total	19,290.6	8,323.3	27,613.8	28,857.4	8,958.7	37,816.1	11,837.2	8,723.0	20,560.2
LATIN AMERICA AND THE CARIBBEAN									
General Programmes	30,234.6	2,536.9	32,771.5	22,427.5	3,915.2	26,342.7	16,759.9	3,998.5	20,758.4
Special Programmes	5,938.9	848.3	6,787.2	33,384.0	901.0	34,285.0	4,688.5	901.0	5,589.5
Regular Budget		841.9	841.9			0.0			0.0
Sub-total	36,173.5	4,227.1	40,400.6	55,811.5	4,816.2	60,627.7	21,448.4	4,899.5	26,347.9
SOUTH WEST ASIA, NORTH AFRICA AND THE MIDDLE EAST									
General Programmes	56,579.3	3,653.1	60,232.4	49,214.5	3,697.2	52,911.7	50,426.4	3,394.0	53,820.4
Special Programmes	43,252.8	788.0	44,040.8	40,479.5	760.7	41,240.2	7,606.0	733.2	8,339.2
Regular Budget		282.6	282.6			0.0			0.0
Sub-total	99,832.1	4,723.7	104,555.8	89,694.0	4,457.9	94,151.9	58,032.4	4,127.2	62,159.6
OVERALL ALLOCATIONS									
General Programmes	3,320.9	26,567.0	29,887.9	10,059.1	22,010.1	32,069.2	7,981.2	21,054.7	29,035.9
Special Programmes	6,101.9	2,149.8	8,251.7	29,062.3	441.8	29,504.1	58,905.3	355.4	59,260.7
Regular Budget		8,232.0	8,232.0		16,667.8	16,667.8		17,296.3	17,296.3
Sub-total	9,422.8	36,948.8	46,371.6	39,121.4	39,119.7	78,241.1	66,886.5	38,706.4	105,592.9
PROGRAMME RESERVE b/				3,000.0 c/		3,000.0 c/	12,313.5 c/		12,313.5 c/
EMERGENCY FUND b/				4,383.8 c/		4,383.8 c/	10,000.0 c/		10,000.0 c/
GRAND TOTAL	509,127.8	77,536.2	586,664.0 d/	573,203.8	80,571.1	653,774.9	465,459.9	78,137.3	543,597.2
Of which : GENERAL PROGRAMMES	333,342.6	52,509.8	385,852.4	282,591.5	58,264.4	340,855.9	274,688.5	55,522.9	330,211.4
SPECIAL PROGRAMMES	175,785.2	7,958.1	183,743.3	290,612.3 e/	5,638.9	296,251.2	190,771.4 e/	5,318.1	196,089.5
REGULAR BUDGET		17,068.3	17,068.3		16,667.8	16,667.8		17,296.3	17,296.3

a/Including total cost of UNHCR's statutory protection functions b/ Concerns General Programmes only c/Not yet allocated to specific regions

d/Does not include US$ 733,316 in obligations for Fund Staff Housing and Basic Amenities

e/Does not include projections for Refugee Aid and Development projects in Sudan, the Islamic Republic of Iran and Pakistan

TABLE IV-A
PROGRAMME SUPPORT & ADMINISTRATIVE COSTS FOR 1991 INITIAL BUDGET

SUMMARY BY OBJECT OF EXPENDITURE
Thousands of U.S.Dollars

	PROGRAMME SUPPORT & ADMIN.(PSA)				Objects of expenditure				
	REGULAR BUDGET	GENERAL PROGR.	SPECIAL PROGR.	TOTAL	STAFF	TRAVEL	CONTRAC SERVICE	OPERAT-ING EXP	OTHER
I. AFRICA	0	12584	1998	14582	10497	629	66	2450	940
II. ASIA & OCEANIA	0	6032	1068	7100	5233	329	152	966	420
III. EUROPE & N.AMER.	0	8460	263	8723	5999	203	357	1687	477
IV. LAT.AMER.+CARR.	0	3999	901	4900	3510	294	12	823	261
V. S.W ASIA,N.AFR.+M.E,	0	3394	733	4127	3383	229	17	359	139
sub-total Field	0	34469	4963	39432	28622	1684	604	6285	2237
VI. HEADQUARTERS									
Exec. direction + mgt.	2845	750	0	3595	3303	208	22	48	14
Refugee Law + Doctrine	2314	1001	0	3315	3152	105	7	50	1
Regional Coordination	0	7717	60	7777	7099	375	0	299	4
Fund Raising Service	358	852	0	1210	1155	37	0	18	0
Material Support Serv.	0	4054	153	4207	3928	141	0	126	12
General Support Serv.	11779	6680	142	18601	12368	245	1277	2402	2309
sub-total Headquarters	17296	21054	355	38705	31005	1111	1306	2943	2340
1991 INITIAL ESTIMATES	17296	55523	5318	78137	59627	2795	1910	9228	4577
1990 Revised estimates	16668	58264	5639	80571	63070	2643	1981	8541	4336
1990 Initial estimates	18332	61279	6072	85683	63145	3516	3491	9203	6328
1989 Expenditure	17068	52510	7958	77536	57989	2533	3868	8902	4244

TABLE IV-B

PSA - STAFFING REQUIREMENTS IN FIELD AND HEADQUARTERS

SUMMARY - IN NUMBER OF POSTS

1990 INITIAL

		USGD2 ASG		D1	P5	P4	P3	P2	s/ Tot	NO	GS	TOT all	JPO
TOTAL AFRICA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	3	2	16	22	28	5	76	2	297	375	0
	TF/TP	0	0	0	1	1	0	1	3	1	9	13	21
	Total	0	3	2	17	23	28	6	79	3	306	388	21
TOTAL SOUTH W. ASIA NORTH AFRICA MIDDLE EAST	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	1	2	8	5	13	1	30	1	69	100	0
	TF/TP	0	0	0	0	1	0	1	2	0	6	8	6
	Total	0	1	2	8	6	13	2	32	1	75	108	6
TOTAL ASIA AND OCEANIA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	1	2	7	13	14	1	38	1	65	104	0
	TF/TP	0	0	0	1	0	1	0	2	1	11	14	6
	Total	0	1	2	8	13	15	1	40	2	76	118	6
TOTAL LATIN AMERICA AND THE CARIBBEAN	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	0	3	1	14	3	3	24	3	48	75	0
	TF/TP	0	0	0	0	0	0	0	0	0	0	0	8
	Total	0	0	3	1	14	3	3	24	3	48	75	8
TOTAL EUROPE AND NORTH AMERICA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	0	9	5	8	11	3	36	3	90	129	0
	TF/TP	0	0	0	0	0	1	1	2	0	4	6	1
	Total	0	0	9	5	8	12	4	38	3	94	135	1
SUB-TOTAL FIELD	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	5	18	37	62	69	13	204	10	569	783	0
	TF/TP	0	0	0	2	2	2	3	9	2	30	41	42
	Total	0	5	18	39	64	71	16	213	12	599	824	42
TOTAL HEADQUARTERS	RB/EP	2	2	10	19	14	27	15	89	0	155	244	0
	GP/EP	0	5	9	16	28	24	9	91	0	113	204	0
	TF/TP	0	0	0	0	3	1	0	4	0	6	10	2
	Total	2	7	19	35	45	52	24	184	0	274	458	2
GRAND TOTAL	RB/EP	2	2	10	19	14	27	15	89	0	155	244	0
	GP/EP	0	10	27	53	90	93	22	295	10	682	987	0
	TF/TP	0	0	0	2	5	3	3	13	2	36	51	44
	Total	2	12	37	74	109	123	40	397	12	873	1282	44

1990 REVISED

		USGD2 ASG		D1	P5	P4	P3	P2	s/ Tot	NO	GS	TOT all	JPO
TOTAL AFRICA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	3	3	17	21	26	3	73	1	295	369	0
	TF/TP	0	0	0	0	0	0	0	0	0	0	0	21
	Total	0	3	3	17	21	26	3	73	1	295	369	21
TOTAL SOUTH W. ASIA NORTH AFRICA MIDDLE EAST	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	1	2	8	4	11	0	26	1	44	71	0
	TF/TP	0	0	0	0	1	0	1	2	0	6	8	8
	Total	0	1	2	8	5	11	1	28	1	50	79	8
TOTAL ASIA AND OCEANIA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	1	4	8	11	14	1	39	1	65	105	0
	TF/TP	0	0	0	1	0	0	0	1	1	9	11	8
	Total	0	1	4	9	11	14	1	40	2	74	116	8
TOTAL LATIN AMERICA AND THE CARIBBEAN	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	0	4	2	13	5	1	25	2	47	74	0
	TF/TP	0	0	0	0	0	0	0	0	0	0	0	13
	Total	0	0	4	2	13	5	1	25	2	47	74	13
TOTAL EUROPE AND NORTH AMERICA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	0	10	3	8	12	13	46	3	76	125	0
	TF/TP	0	0	0	0	0	0	0	0	0	1	1	4
	Total	0	0	10	3	8	12	13	46	3	77	126	4
SUB-TOTAL FIELD	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	5	23	38	57	68	18	209	8	527	744	0
	TF/TP	0	0	0	1	1	0	1	3	1	16	20	54
	Total	0	5	23	39	58	68	19	212	9	543	764	54
TOTAL HEADQUARTERS	RB/EP	2	2	10	19	14	27	15	89	0	155	244	0
	GP/EP	0	5	3	16	27	20	4	75	0	102	177	0
	TF/TP	0	0	0	0	0	0	0	0	0	4	4	4
	Total	2	7	13	35	41	47	19	164	0	261	425	4
GRAND TOTAL	RB/EP	2	2	10	19	14	27	15	89	0	155	244	0
	GP/EP	0	10	26	54	84	88	22	284	8	629	921	0
	TF/TP	0	0	0	1	1	0	1	3	1	20	24	58
	Total	2	12	36	74	99	115	38	376	9	804	1189	58

1991 INITIAL

		USGD2 ASG		D1	P5	P4	P3	P2	s/ Tot	NO	GS	TOT all	JPO
TOTAL AFRICA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	3	3	17	18	24	3	68	1	248	317	0
	TF/TP	0	0	0	0	0	0	0	0	0	0	0	15
	Total	0	3	3	17	18	24	3	68	1	248	317	15
TOTAL SOUTH W. ASIA NORTH AFRICA MIDDLE EAST	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	1	2	8	4	11	0	26	0	42	68	0
	TF/TP	0	0	0	0	1	0	1	2	0	6	8	4
	Total	0	1	2	8	5	11	1	28	0	48	76	4
TOTAL ASIA AND OCEANIA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	1	3	9	11	13	1	38	1	64	103	0
	TF/TP	0	0	0	1	0	0	0	1	1	9	11	4
	Total	0	1	3	10	11	13	1	39	2	73	114	4
TOTAL LATIN AMERICA AND THE CARIBBEAN	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	0	4	2	13	5	1	25	2	44	71	0
	TF/TP	0	0	0	0	0	0	0	0	0	0	0	7
	Total	0	0	4	2	13	5	1	25	2	44	71	7
TOTAL EUROPE AND NORTH AMERICA	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	0	10	3	8	11	13	45	3	76	124	0
	TF/TP	0	0	0	0	0	0	0	0	0	0	0	1
	Total	0	0	10	3	8	11	13	45	3	76	124	1
SUB-TOTAL FIELD	RB/EP	0	0	0	0	0	0	0	0	0	0	0	0
	GP/EP	0	5	22	39	54	64	18	202	7	474	683	0
	TF/TP	0	0	0	1	1	0	1	3	1	15	19	31
	Total	0	5	22	40	55	64	19	205	8	489	702	31
TOTAL HEADQUARTERS	RB/EP	2	2	10	19	14	27	15	89	0	155	244	0
	GP/EP	0	5	4	14	27	18	1	69	0	91	160	0
	TF/TP	0	0	0	0	0	0	0	0	0	4	4	2
	Total	2	7	14	33	41	45	16	158	0	250	408	2
GRAND TOTAL	RB/EP	2	2	10	19	14	27	15	89	0	155	244	0
	GP/EP	0	10	26	53	81	82	19	271	7	565	843	0
	TF/TP	0	0	0	1	1	0	1	3	1	19	23	33
	Total	2	12	36	73	96	109	35	363	8	739	1110	33

RB - Regular Budget; GP - General Programmes; TF- Trust Fund
NO - Professional National Officer; GS - General Service staff
EP -Established post; TP - Temporary Post

TABLE V-A
PROJECT PERSONNEL EXPENDITURE FOR 1991 INITIAL BUDGET

SUMMARY BY OBJECT OF EXPENDITURE
Thousands of U.S.Dollars

	PROJECT PERSONNEL EXPENDITURE (PPE)			Objects of expenditure				
	GENERAL PROGR.	SPECIAL PROGR.	TOTAL	STAFF	TRAVEL	CONTRACT SERVICES	OPERAT-ING EXP	OTHER
I. AFRICA	13834	745	14579	10295	710	5	2508	1061
II. ASIA & OCEANIA	3686	3980	7666	5699	520	14	895	538
III. EUROPE & N.AMER.	2003	0	2003	1436	88	0	416	63
IV. LAT.AMER.+CARR.	2235	701	2936	1785	217	3	553	378
V. S.W ASIA,N.AFR.+M.E	3421	0	3421	2693	96	0	561	71
sub-total Field	25179	5426	30605	21908	1631	22	4933	2111
VI. HEADQUARTERS								
Exec. direction + mgt.	103	406	509	261	212	0	36	0
Refugee Law + Doctrine	289	0	289	146	18	69	17	39
Regional Coordination	665	452	1117	1029	47	0	40	1
Fund Raising Service	0	291	291	276	8	0	7	0
Material Support Serv.	1264	2028	3292	2944	226	0	109	13
General Support Serv.	2424	2649	5073	919	123	1299	1217	1515
sub-total Headquarters	4745	5826	10571	5575	634	1368	1426	1568
1991 INITIAL ESTIMATES	29924	11252	41176	27483	2265	1390	6359	3679
1990 Revised estimates	35020	23915	58935	40194	4161	2042	8346	4192
1990 Initial estimates	36716	2700	39416	25854	2048	1179	6327	4008
1989 Expenditure	38556	18184	56740	39227	4152	1077	7258	5026

TABLE V-B

PROJECT PERSONNEL - STAFFING REQUIREMENTS IN FIELD AND HEADQUARTERS

SUMMARY - IN NUMBER OF POSTS

		1990 INITIAL									1990 REVISED									1991 INITIAL								
		L6	L5	L4	L3	L2	s/ Tot	NO	GS	TOT all	L6	L5	L4	L3	L2	s/ Tot	NO	GS	TOT all	L6	L5	L4	L3	L2	s/ Tot	NO	GS	TOT all
TOTAL	GP/TP	0	1	16	37	25	79	18	293	390	0	3	16	43	17	79	23	281	383	0	5	17	37	13	72	19	265	356
AFRICA	SP/TP	0	1	3	9	2	15	3	54	72	0	2	3	6	3	14	3	56	73	0	0	1	2	1	4	1	11	16
	Total	0	2	19	46	27	94	21	347	462	0	5	19	49	20	93	26	337	456	0	5	18	39	14	76	20	276	372
TOTAL	GP/TP	0	3	2	9	7	21	13	88	122	0	1	3	8	3	15	15	69	99	0	1	3	7	3	14	15	69	98
SOUTH W. ASIA	SP/TP	0	1	3	11	15	30	1	43	74	1	0	4	11	14	30	1	33	64	0	0	0	1	0	1	0	0	1
NORTH AFRICA &	Total	0	4	5	20	22	51	14	131	196	1	1	7	19	17	45	16	102	163	0	1	3	8	3	15	15	69	99
TOTAL	GP/TP	1	2	3	14	2	22	13	68	103	1	0	2	17	1	21	12	65	98	1	0	2	17	1	21	12	64	97
ASIA AND	SP/TP	1	0	9	16	16	42	5	28	75	1	0	6	15	4	26	1	9	36	0	0	5	13	4	22	1	8	31
OCEANIA	Total	2	2	12	30	18	64	18	96	178	2	0	8	32	5	47	13	74	134	1	0	7	30	5	43	13	72	128
TOTAL	GP/TP	1	0	3	16	4	24	1	32	57	0	0	4	12	2	18	1	30	49	0	0	4	8	1	13	1	28	42
LATIN AMERICA	SP/TP	0	0	0	2	2	4	0	8	12	0	1	0	3	3	7	0	8	15	0	0	0	3	2	5	0	7	12
AND THE CARIBBE	Total	1	0	3	18	6	28	1	40	69	0	1	4	15	5	25	1	38	64	0	0	4	11	3	18	1	35	54
TOTAL	GP/TP	0	2	2	6	4	14	1	41	56	0	1	3	5	4	13	4	37	54	0	2	2	5	3	12	1	36	49
EUROPE AND	SP/TP	0	0	1	0	0	1	0	2	3	0	0	1	0	0	1	0	2	3	0	0	0	0	0	0	0	0	0
NORTH AMERICA	Total	0	2	3	6	4	15	1	43	59	0	1	4	5	4	14	4	39	57	0	2	2	5	3	12	1	36	49
	GP/TP	2	8	26	82	42	160	46	522	728	1	5	28	85	27	146	55	482	683	1	8	28	74	21	132	48	462	642
SUB-TOTAL	SP/TP	1	2	16	38	35	92	9	135	236	2	3	14	35	24	78	5	108	191	0	0	6	19	7	32	2	26	60
FIELD	Total	3	10	42	120	77	252	55	657	964	3	8	42	120	51	224	60	590	874	1	8	34	93	28	164	50	488	702
	GP/TP	0	5	17	7	5	34	0	56	90	1	6	7	4	2	20	0	17	37	0	6	6	4	1	17	0	14	31
TOTAL	SP/TP	1	6	5	13	2	27	0	14	41	0	5	12	10	0	27	0	37	64	0	3	8	4	0	15	0	28	43
HEADQUARTERS	Total	1	11	22	20	7	61	0	70	131	1	11	19	14	2	47	0	54	101	0	9	14	8	1	32	0	42	74
	GP/TP	2	13	43	89	47	194	46	578	818	2	11	35	89	29	166	55	499	720	1	14	34	78	22	149	48	476	673
GRAND	SP/TP	2	8	21	51	37	119	9	149	277	2	8	26	45	24	105	5	145	255	0	3	14	23	7	47	2	54	103
TOTAL	Total	4	21	64	140	84	313	55	727	1095	4	19	61	134	53	271	60	644	975	1	17	48	101	29	196	50	530	776

GP - General Programmes; SP - Special Programme; TP - Temporary Post
L - Professional Project Personnel; NO - Professional National Officer; GS - General Service staff